



Getac

**Sustainability
Report**

2020 Sustainability Commitment



Revenues Hit Record Highs For Seven Consecutive Years

2020 Operating Revenue NT\$ **278.83** Million

Net Income After Tax NT\$ **25.77** Million



Selected As A Constituent Of **CSR Index**

FTSE TWSE Taiwan Dividend+ Index

TWSE RAFI® Taiwan High Compensation 100 Index

TWSE Corporate Governance 100 index

2020 Commonwealth “2000” Survey

Ranked **131st** In The Manufacturing Sector

Ranked **100th** In Net Profit After Tax



Accredited As A **Healthy Workplace**

Accredited as a “healthy workplace” by Health Promotion Administration, Ministry Of Health And Welfare.

Received “The Exercise Enterprise Certification” by Sports Administration, Ministry of Education.



Safeguarding Of Shareholder Rights And Interests

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

7th TWSE Corporate Governance Evaluation TOP **6-20%**



Environmental Performance

2020 Water Recycled **17,454** Megaliters

Water Recycling Rate **96%**

Electricity Saving Performance **9,824** MWh

Challenges And Changes In Times Of COVID



Facing the major impact of the COVID-19 virus in 2020, our first priority at Getac was to ensure the health and safety of our employees around the globe, and to work with our customers, supply chain partners and government agencies to jointly minimize the impact of the epidemic on operations and communities.

| Global Real-time Responses

In late January 2020, the Getac War Room held its first formal meeting to set up COVID-19 emergency response teams in regions around the world, coordinate worldwide operation bases to immediately launch epidemic prevention communications, and promote prevention measures in line with local situations and government decrees. According to government directives, Getac's production bases in China extended their Spring Festival holidays and implemented epidemic prevention and isolation measures, smoothly passing on-site inspections by the government. Our

immediate and flexible responses enabled our plants to resume operations early and greatly reduced the epidemic's impact on our operations. Our facilities around the globe also took numerous epidemic prevention measures, including wearing masks at work, daily health checks (body temperature, contact tracing, travel history), maintaining social distancing, providing alcohol disinfectant, and separate walking/entry/exit routes in workplaces, while some facilities also switched to working from home in line with local requirements.

Before the epidemic started spreading, Getac had already banned overseas travel and replaced internal and external physical meetings with online meetings between headquarters, overseas facilities and customers, including in Europe and North America where working from home became the rule. Our operations continued uninterrupted. We also set up a live stream channel for COVID-19 announcements, with daily epidemic prevention videos to inform staff of our COVID policies and general COVID news.



| Going digital proves powerful

Getac has invested in its digital transformation for many years. Our mature digital organization, business processes and manufacturing processes enabled us to respond flexibly during the epidemic and quickly achieve our goals through seamless worldwide collaboration. Through real-time online communication with customers, we were able to accurately control order flows and manufacturing processes, from materials sourcing to product shipments, despite the changes brought by the epidemic.

Despite the epidemic, we posted positive growth figures in 2020 for the seventh consecutive year. The Getac management team turned the new demands resulting from the epidemic and the new normal in the market place into drivers of growth, through formulating medium-to-long-term countermeasures, and accelerating various optimization transformations. Internal and external communication and management processes were further moved to the cloud and mobile platforms and made more efficient, which strengthened operations.

In 2020, Getac made digital capabilities its core business strategy and carried out innovations in management, marketing, manufacturing, information security, and training to strengthen its core competitiveness for the post-COVID era.

1. Efficient remote management

To facilitate the sudden rise in remote work, Getac quickly built a global online meeting and internal communication system in early 2020, which combined workflow management, meetings and decision-making, improving the efficiency of collaboration across our divisions and departments.

2. Digital customer communications

Despite not being able to meet with customers physically, Getac used data analysis and enhanced user experiences to hold multiple online shows in 2020 to stay in touch with customers and strengthen our brand. In a further departure from the original business model, we used different media to explore new markets and seize business opportunities amid the epidemic.

3. Ad hoc training livestreams

To reduce physical interaction, Getac moved many on-going courses around the world to online platforms and strengthened experience sharing within the organization through live seminars and covid updates.

4. Automated smart production

Hard-to-control HRM changes were one of the impacts of the epidemic. To reduce risks and improve operational efficiency, we continued our production automation program, managing more plants with the

help of real-time online monitoring in 2020 to overcome mobility restrictions. This end-to-end monitoring identified anomalies and changes in the manufacturing process due to parameter values of environment, production capacity, equipment, etc. to inform decision making.

5. Information security with two certifications

As the epidemic accelerated digitalization, remote work and cloud dependency, we stepped up our corporate information security defenses. Thanks to various information security policies rolled out in 2020, Getac is now one of very few Taiwanese manufacturers to hold both ISO 27001 and TISAX information security certifications.



| Loving Care, Doing Good Together

Besides dealing with its own operational challenges brought about by COVID-19, Getac, as a corporate citizen, also cares for disadvantaged groups affected by the epidemic. The global health, social and economic crisis caused by COVID-19 exacerbated social inequality, with girls and poor children facing the most severe consequences.

In these difficult times, Getac launched a Christmas donation project with its customers. Through the non-profit organization Save The Children, we helped children in need everywhere to maintain their physical and mental health, prevent COVID infections, and continue their school attendance during the epidemic.

In addition, the Getac Charity Fund continued its donations to disadvantaged groups, assisting the life and education of students in need during the epidemic.



Each Challenge Is A Chance To Deepen Our Sustainability

Message from the Sustainability Development Committee Chairperson

The 2020 COVID-19 epidemic had a huge impact around the world, infecting 82 million people worldwide by December 31. The future impact is still hard to estimate. The past year has shown that disadvantaged groups are exposed to higher risks amid the epidemic and that mutual assistance in times of crisis makes a big difference.

Facing these challenges and considering our role as an enterprise on this planet, we developed a deeper understanding that environmental, social and governance (ESG) actions are essential to building a better future. Commitment to ESG is a key value at Getac to help create a cleaner, healthier, and more inclusive society.

With this philosophy, the Getac management team in 2020 stayed dedicated to running its operations, quickly adopting many flexible response and control measures, and accelerating our digitalization, innovation and progress. For the seventh consecutive year, we achieved revenue growth and good results, while improving our sustainability, corporate governance and energy efficiency. We also invested in employee health and giving back to society, especially to disadvantaged groups hit hard by COVID-19.

In 2020, Getac further strengthened and improved the structure and functions of its board of directors. With regard to corporate governance and information disclosure, the 7th Corporate Governance Evaluation published in 2021 again placed Getac in the top 6-20%

of TWSE-listed companies, while earnings per share stayed between 13-16% over the past three years.

Getac regards employees as its most important partners, and protecting the health and safety of our employees is our top priority. Thus, besides quickly adopting health protection measures amid the epidemic, Getac also encouraged staff to exercise and keep fit. In 2020, we earned the Healthy Workplace certification from the National Health Administration, Ministry of Health and Welfare. The Sports Department, Ministry of Education also awarded us the Sports Enterprise certification. Getac strives to maintain its strong employer brand, and these acknowledgements encourage us to keep up our efforts and create a happy and diverse workplace.

With regard to environmental protection, Getac sets great store by responsible consumption and production, with low carbon emissions and high efficiency as key parameters. We invest in R&D for greener processes to improve our energy efficiency and work to reduce our energy consumption intensity and greenhouse gas emission intensity year by year. To better control its energy use, the Taiwan Xizhi plant passed the ISO 50001:2018 energy management system certification in 2020. Also, starting from the Kunshan plant, real-time online monitoring of smart electricity meters was rolled out.

Under this systematic and precise management, energy indicators have been set and action plans have been implemented.

photo credit
《Business Next》



With continuous efforts to save energy in the process, Getac has saved 23,722 MWh of electricity over the past three years, which equals the annual carbon storage of 40 Taipei Daan Forest Parks. We also continued our efforts to conserve water, and our water recovery rate reached 96% in 2020.

As a corporate citizen, Getac cares about disadvantaged families affected by the epidemic. For families already living under unstable economic conditions, the public health crisis caused by the global epidemic made matters even worse. In these difficult times, Getac launched a Christmas donation project with its customers. Through the non-profit organization Save The Children, we helped children in need everywhere to maintain their physical and mental health, prevent COVID infections, and keep up their school attendance during the epidemic.

During the challenging year of 2020, Getac's business and sustainability performance continued receiving recognition from the outside world. I was included in the CEO 100 of Harvard Business Review, based on such financial performance indicators as earnings per share and market value. Getac's operating profit also posted new records, nearly tripling in five years, while our company's market value almost doubled over the same period. This honor does not belong to me personally, but to all of us at Getac who have worked together over the years.

With regard to sustainability, Getac was included in several CSR-based indexes in 2020, including the Taiwan Stock Exchange Corporate Governance 100 Index, TWSE Taiwan Dividend+ Index , and TWSE RAFI® Taiwan High Compensation 100 Index, indicating how investors and the authorities value Getac.

The impact of COVID will eventually subside, and many changes will become part of the new normal. However, the constant factor will be that sustainability will remain part of companies' core competitiveness, and after COVID this will be more so than ever. Getac's commitment to "Embracing challenges and creating new realities" will continue to encourage everyone at Getac to boldly pursue innovation and excellence. We will remain alert to the changes in the market and international conditions, and continue to

remain alert to the changes in the market and international conditions, and continue to lead by shaping sustainability as a responsible corporate citizen working for a more harmonious and beautiful world.

James Hwang

Chairman of the Board &

Sustainability Development Committee Chairman

Getac Technology Corporation



James Hwang(right), chairman of Getac Technology Corporation was selected "Harvard Business Review" as one of the Top 100 CEOs in Taiwan.

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1 About Getac

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1.1 Overview

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 2020, Getac's consolidated revenue amounted to NT\$27.84 billion, the number of employees numbered 10,489 around the globe, and the company had a total capital of NT\$5.9 billion. Its main business coverage included Rugged Computing Solutions, Combo Mechanical Solutions, Automotive Mechanical Solutions, and Aerospace Fasteners.

28.81

NT\$ billions
Market Cap.

27.84

NT\$ billions
2020 Consolidated
Revenue

5.89

NT\$ billions
Capital

2.58

NT\$ billions
Net Profit After Tax

10,489

Worldwide Employee Numbers

4.40 NT\$

Earnings Per Share

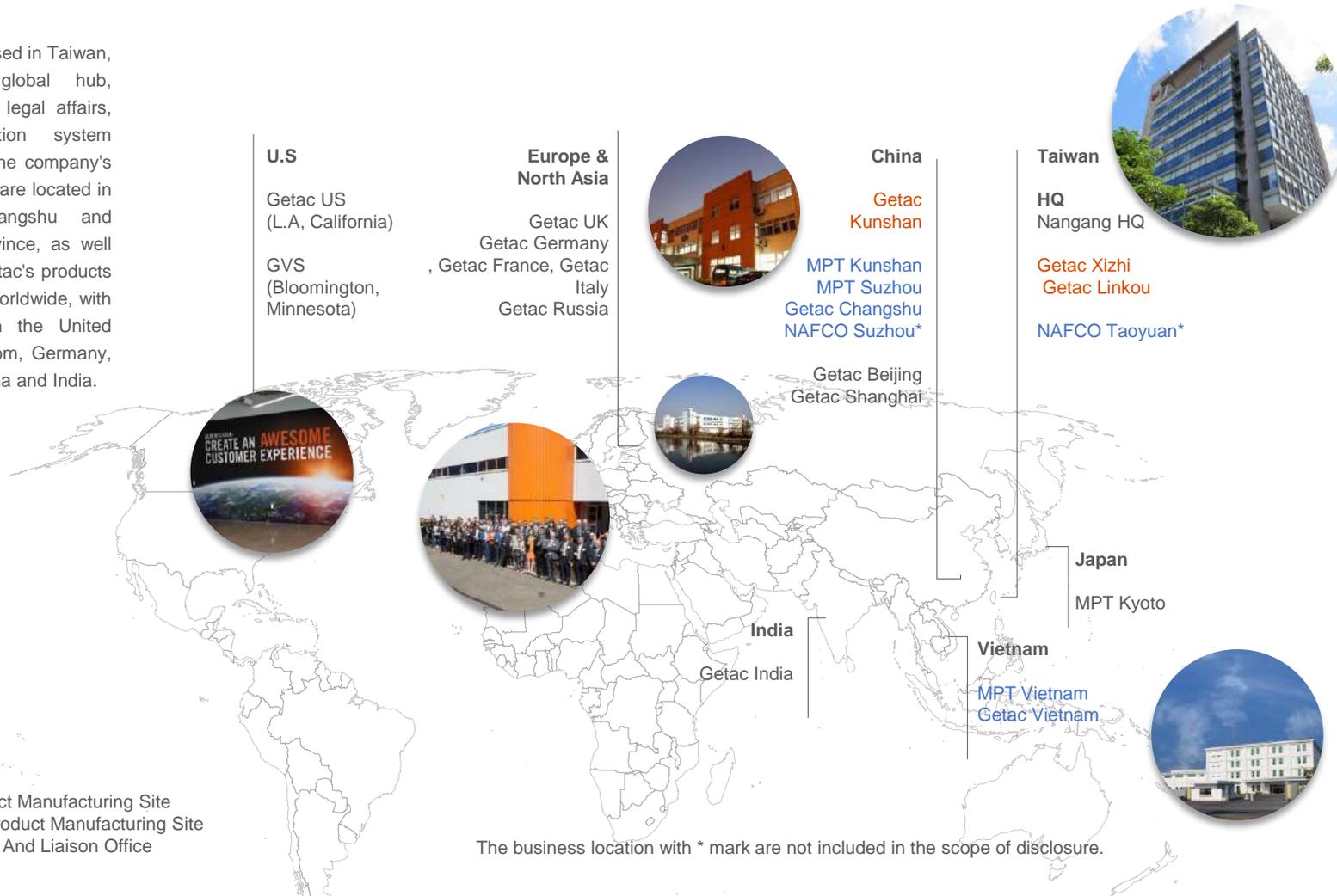
Getac Global Operations

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

22
Operational Sites

80+
Selling Countries

Orange is System Product Manufacturing Site
Blue is Mechanical Product Manufacturing Site
Grey is Branch Office And Liaison Office



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.

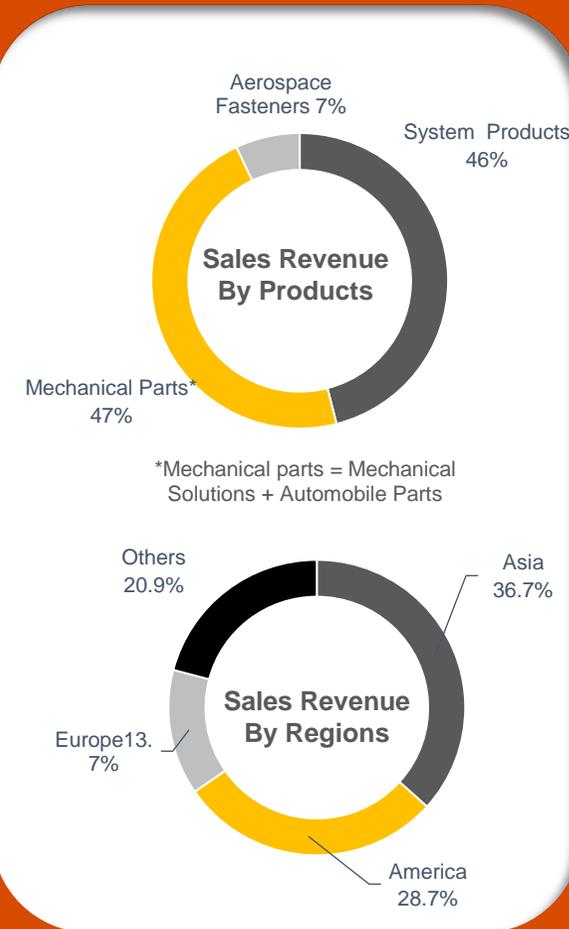


Aerospace Fasteners

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.

Automotive Mechanical Solutions

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





1.2 Operating Performance

| Rugged Computer Products

In the field of rugged computing solutions, private sector demand cooled down compared to 2019, due to the effects of lockdowns associated with COVID-19 and the slowing down or suspension of economic activity. Deliveries for certain orders had to be deferred due to work from home requirements and the weakening demand of end markets led to push out. However, the number of orders placed by public sector units such as national defense and public safety departments as well as federal governments remained constant. Despite the fact that the pull-in momentum of the company's rugged computer business was not as robust as expected, overall revenues still increased over the previous year. Against the backdrop of the epidemic, the results of propel its sales, seize market share in vertical markets, an Getac's deep commitment to digital transformation over many years became apparent. Despite the threat posed by the epidemic, the company was able to stabilize its sales orders, maintain its competitiveness, and develop new business opportunities by relying on its international marketing and customer management

automation system, live-streamed training programs, and virtual reality-based interactive marketing. Looking ahead to 2021, demands generated by the epidemic are expected to accelerate growth in the fields of 5G and Wi-Fi 6. Vibrant growth in the field of AIOT applications and a surging trend of business transformation are projected to boost market demand for rugged computers. The company will rely on the ample and diversified solutions provided by the Getac Select Program to generate new revenues.

| Combo Mechanical Products

In the field of mechanical solutions, the management team's appropriate response to factory shutdowns caused by the epidemic in the first quarter of 2020 secured us a spot on the list for the first wave of factory re-openings, and we were therefore able to quickly resume deliveries to satisfy customer demands. The rapidly increasing demand for WFM and SFM caused by COVID-19 spurred output in the fields of business laptops, educational laptops, and game console cases

. The company focuses on the provision of mechanical solutions with high added value and differentiated processes. Double injection process technology has been adopted for educational laptops. The plastic materials combined with the peripheral rubber ensure optimal protection against impacts. New composite materials introduced on the business laptop market have resulted in a higher output volume compared to the previous year due to the stylish appearance, light-weight properties, excellent durability, and rapid promotion of such materials. Double injection processes and output of cases made of new materials have generated outstanding sales performance. Looking ahead to 2021, the outlook for business opportunities and demand in the educational laptop market remains optimistic owing to the firm commitment of educational institutions to building up their distance education capabilities due to the impact of the COVID-19 epidemic. Getac will step up its efforts in the development and deployment of new materials and processes to maintain its competitive edge.



| Automobile Mechanical Parts

For automotive mechanical products, it has been deeply affected by the COVID-19 epidemic. Global automobile sales have dropped by 15–20% compared to the previous year. European and US carmakers were forced to suspend their operations due to lockdowns and demand decreased sharply since people were confined to their homes, causing a decline in sales performance in the second quarter of the year. Following the lifting of lockdowns, our clients successively resumed their operations in the third and fourth quarters. The supply of parts and components was gradually restored, reaching around 90% of pre-pandemic levels. New products associated with ADAS (Advanced Driver-Assistance Systems) and alternative energy vehicles have secured new orders for Getac, making up for the loss caused by the epidemic. The market survey and research institution IHS Markit forecasts vehicle sales of 83.4

million globally in 2021, up 9% from 2020. As the epidemic is brought under control and vaccination rates rise, the global automotive market is expected to pick up steam. In line with environmental trends and the launch of 5G, leading carmakers are developing ADAS and alternative energy vehicles at breakneck speeds. Getac will keep up its efforts to seize market share and expand its business scope.

| Aerospace Fasteners

In the field of aerospace fasteners, the COVID-19 epidemic has resulted in a sharp decline in the demand of the global aeronautics market, the sales volume of aerospace fasteners dropping by almost 40% in 2020. Despite the serious impact of the pandemic on our business operations, we still achieved growth in the areas of customer and process development and

product certification. In 2020, our processes were accredited by Rolls-Royce. Process certification by other European and US aeronautics manufacturers is currently still in progress. To accelerate our expansion into other markets, in addition to our existing office locations in North America, we also added new offices in Europe in the first half of 2020 to provide customers with nearby services, solve deficiencies caused by the inability to expand sales through business trips due to the epidemic, and stabilize the rhythm of communications with key clients. Looking ahead to 2021, we anticipate that market demand will receive renewed impetus and business growth will regain momentum after the pandemic has been contained. We will continue to forge ahead toward our goal of becoming a key global supplier of aeronautics parts and components.





1.3 Financial Information

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.

2020 Revenues and profitability

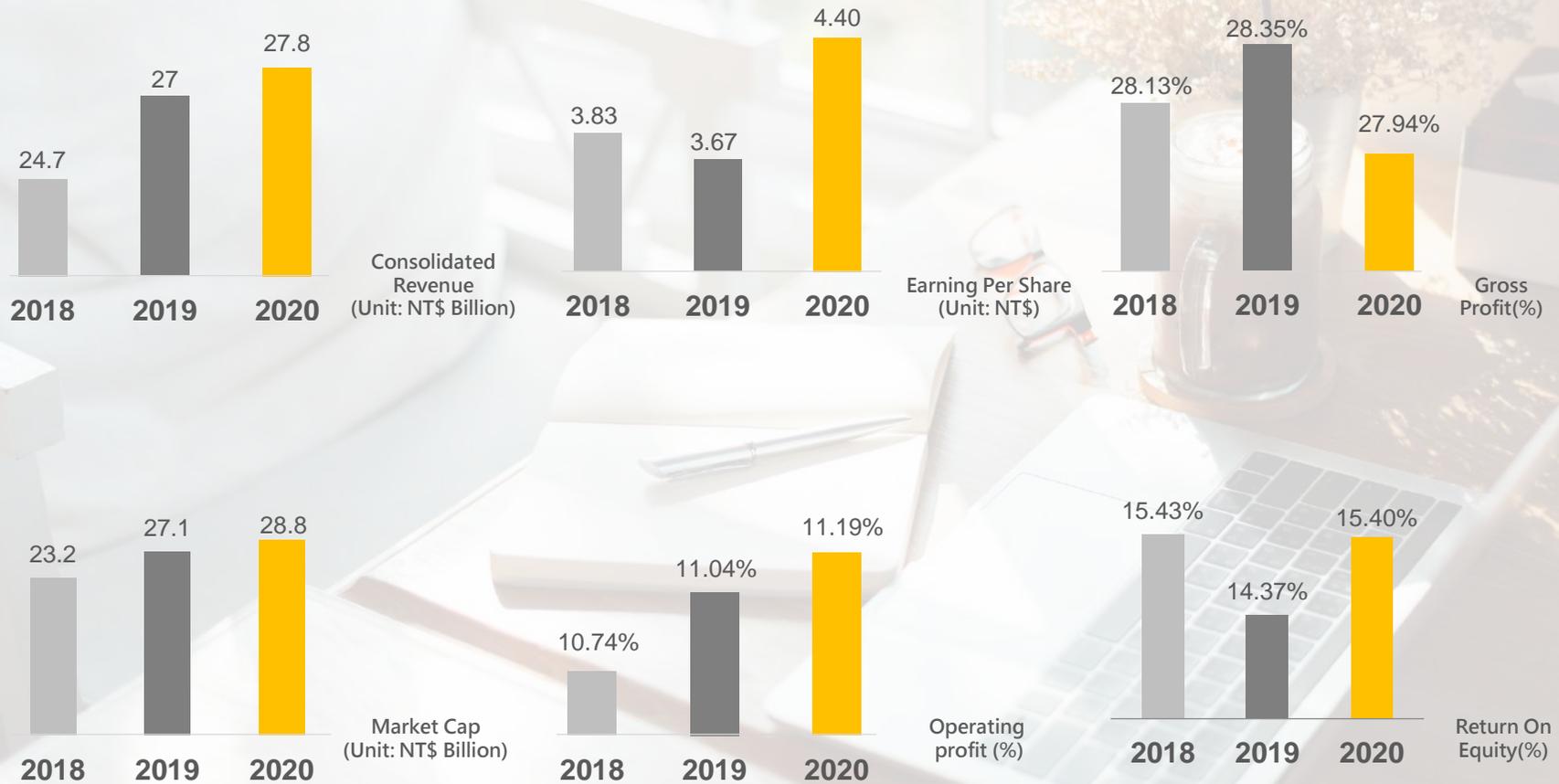
The 2020 consolidated revenue of Getac Technology was 27.84 billion NTD, up 3.3%; Earnings per share (EPS) was 4.40 NTD. Consolidated operating income was 3.12 billion NTD, an increase of 4.7% compared to the same period last year, the net profit attributable to the parent company in 2020 was 2.58 billion NTD, up 21.0% compared to 2019. Details of the company's financial information and business overview are presented on page 97 of the 2020 Annual Report.

Dividend and tax expenses. In 2020, Getac issued a cash dividend of NT\$2,124 million, and tax expenses were NT\$40.59 million. Government Subsidies Received. In 2020, Getac Taiwan Headquarters received NT\$196 million in subsidies for R&D investments approved in 2018 by the National Taxation Bureau. Apart from this, no other major government subsidies were received.



	Economic Value Produced Unit: NT\$ Thousand			Profitability			Economic Value Distributed Unit: NT\$ Thousand			
	Operating Revenue	Profit from continuing operations before tax	Net Profit Attributable To Parent Company	EPS (NT\$)	ROA (%)	ROE (%)	Total Salary	Total Benefits	Income Tax Expense	Cash Dividends For Shareholders
2020	27,837,743	3,240,940	2,577,039	4.40	8.40	15.40	5,270,967	853,332	572,147	2,123,911
2019	26,952,910	2,947,375	2,129,188	3.67	8.18	14.37	4,793,380	833,506	577,447	1,632,879
2018	24,693,836	3,026,872	2,212,459	3.83	9.05	15.43	4,286,486	633,500	608,495	1,737,585

Getac Business Performance



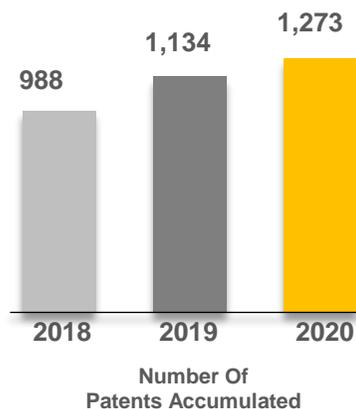
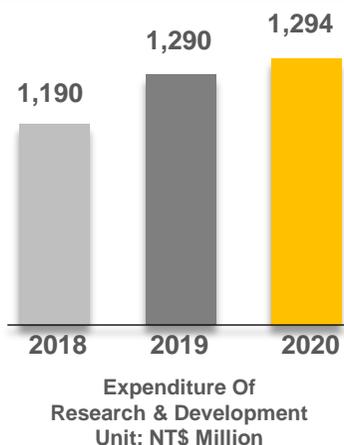
1.4 Innovation, Research And Development



Getac embraces the mission of providing safe, top-value, and prosperity-promoting solutions which rely on advanced technologies to help our customers leapfrog their competitors. Maintenance of innovation in the fields of products and technologies is one of the key factors ensuring continued growth. 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 2020, Getac's R&D expenditures amounted to NT\$ 1.29 billion, accounting for 4.6% of the consolidated net operating revenue. The Company also acquired 1,273 national and international patents in the same period.



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 2020, Getac was not involved in any infringement cases relating to others' intellectual property rights.



Patent Deployment

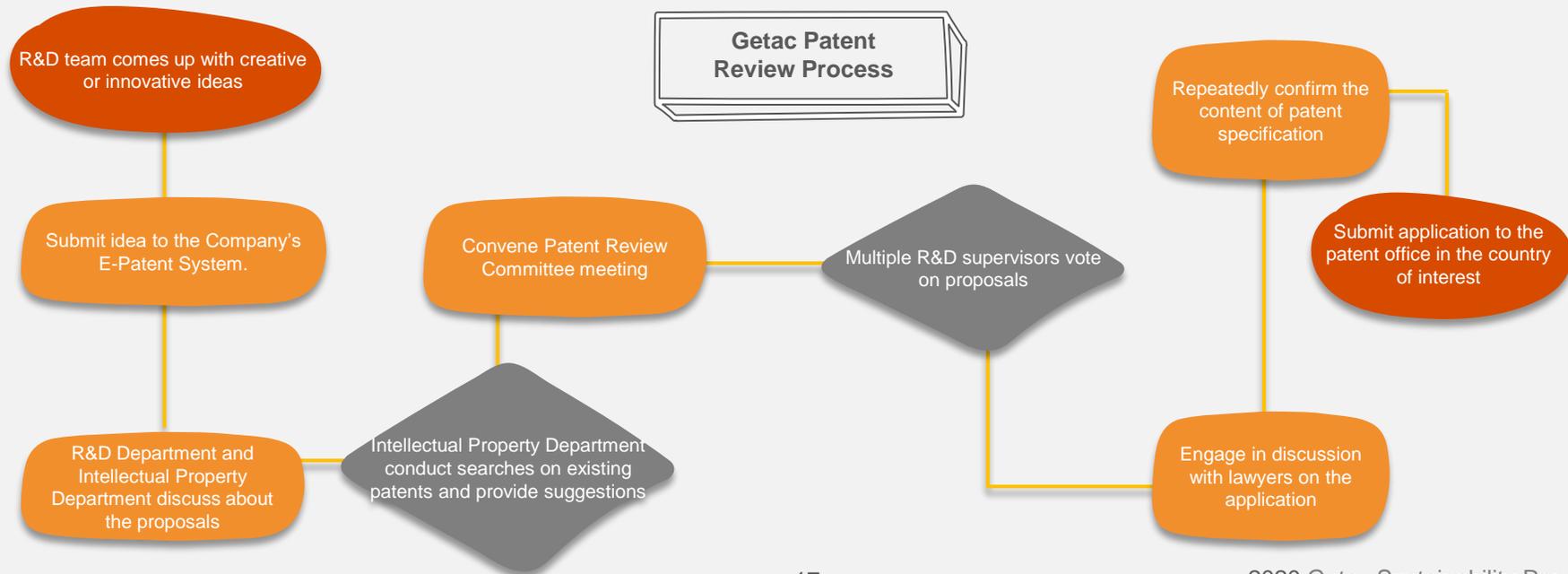
Getac encourage innovation by formulating a complete set of regulations governing patent application processes, patent review, and patent incentive measures. Every year, our R&D, production, testing, and QC departments must submit patent proposals that secure our patent technologies. Moreover, patents 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.





1.5 Customer Service



Customer Service Email

GetacSupport_TW@getac.com

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 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 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

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, thereby achieving increased customer satisfaction and creating the best product and service experience.

Innovation, commitment, and value are the core of Getac. While pursuing growth, we also actively promote sustainability to meet the expectations of all stakeholders. In addition to implementing the Responsible Business Alliance (RBA) on sustainability issues, Getac also exerts its influence to require the supply chain to follow and work together to fulfill corporate social responsibility.

Breakdown Of Getac's Raw Material Procurement by Region



| Types Of Suppliers

In 2020, 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: 39% for system products, 53% for plastic mechanical part, and 8% for automotive parts.

The supply chain management section of this report mainly discloses raw material-related procurements. Our suppliers are concentrated in China, Taiwan, and the United State. The amount of raw materials purchased from these areas in 2020 accounted for 86% of the total amount of raw materials purchased. In 2020, the company has a stable relationship with the supply chain. There are a total of 968 raw material suppliers (including outsourcers) traded with Getac, of which 102 are newly signed suppliers.

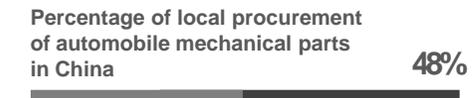
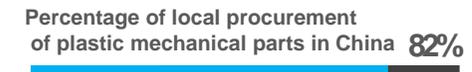
| Localized Purchasing

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. In 2020, in response to changes in trade tariffs between China and the United States, business units will adopt a multi-location supply model, expand

production capacity in non-China regions, and increase the proportion of purchases in Taiwan and Vietnam.

Our system products are purchased locally in Taiwan, while plastic mechanical parts and automobile parts are purchased locally in China. In 2020, 68% of system products, 82% of plastic mechanical parts, and 48% of automotive parts were purchased locally.

Local Procurement By Getac





Supplier Classification

Getac has established a complete supplier qualification review and supplier evaluation classification system. Before the official transaction after agreement signing, Getac's quality control division will appoint dedicated personnel to conduct on-site auditing of the supplier and launch a series of qualification evaluation procedures before the transaction with the company can officially be made. In order to control the quality of suppliers and their supplies, Getac conducts online TQRDC evaluation of its main suppliers once a month. The suppliers are rated in the five dimensions of technology, quality, responsiveness, delivery, and cost and classified into four levels: A, B, C, and D according to the results. Non-conforming suppliers are advised to

make improvements. Those who fail to do so will have their supplier qualification revoked. Getac manages its supply chain by using TQRDC evaluation to maximize value for the company and create better and valuable service experiences for customers.

Supplier Sustainable Management

In addition to the traditional TQRDC standards, Getac follows the RBA regulations on sustainability issues. Through our contract management mechanism, the company includes sustainability-related issues, such as environmental protection, customer health and safety, anti-corruption, and intellectual property rights, in its standard purchase order (PO) and in its Master

Purchase Agreement. Getac's raw material suppliers must sign a statement stating their

understanding of the terms and conditions of our standard PO, which states that the supplier must agree to the following statements and guarantees related to sustainability issues.

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.

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.

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.



| Blue Sky Project: Implement supplier VOC management

In response to the Blue Sky project and realizing a sustainable supply chain, Getac's factories in China conducted a comprehensive survey in 2020. After checking the various manufacturing processes and raw materials, Getac has requested that the suppliers of industrial protective coatings, inks, adhesives, cleaning agents and other raw materials used in the manufacturing process should jointly abide by laws and regulations.

Due to the large amount of materials involved in electronic components in the electronic manufacturing process, in order to achieve effective control, Getac not only requires relevant suppliers to comply with regulatory requirements in their production processes and labels, but also sign a declaration to commit to

jointly implement the regulations. After investigation and communication, in 2020, the percentage of suppliers that belong to related items signed back declarations was as high as 98.1%. As for the suppliers that did not meet the standards after the investigation and inventory, 5 did not respond, and the procurement department assessed them as low risk. A total of 12 suppliers that did not meet the standards after investigation and inventory have all been confirmed and tested in February 2021, and all of them are currently qualified.

In the plastic manufacturing, inks and coatings and other related materials are directly used in the production process. In order to ensure compliance with laws and regulations, Getac has conducted a comprehensive inventory of all related raw materials in 2020. For more than 1,300 items, suppliers are required to submit conformity test reports or declaration of compliance. If it does not meet the specifications, the

material, formula or the supplier should be replaced.

| 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 2020, on-site auditing was conducted on 25 suppliers in MPT Kunshan and MPT Suzhou, including 16 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.

Global Suppliers Sustainability Survey

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 2020, Getac established the "Sustainability Zone" in Getac global Supplier Portal, and invited all Getac supplier partners to log in to reveal sustainable performance. A questionnaire survey was conducted based on the 603 raw material suppliers that had transactions in the previous year, and a total of 512 valid questionnaires were collected, a total of 85%. The survey results found that more than 40% of suppliers have been verified by third-party organizations on CSR-related issues and passed the qualifications.

More than 80% of suppliers provide more than one kind of internal employee education and training courses, including occupational safety, environmental protection and labor regulations, and more than 90% of suppliers use different methods such as internal or on-site audits to ensure that their supply chains jointly comply with corporate social responsibility.

In addition, this investigation found that one manufacturer had a violation of regulations, the water quality test did not meet the standard due to the unscheduled replacement of accessories for the scrubber. In addition, this investigation found that a

manufacturer had a violation of regulations, and the water quality test did not meet the standard due to the unscheduled replacement of accessories for the scrubber.

After the investigation, Getac continued to track the progress of the manufacturer, and it has now improved in accordance with the law.

Supplier Self-assessment Questionnaire Dimensions

Environment (E)	<ul style="list-style-type: none"> Environmental Protection Regulatory Compliance
Society (S)	<ul style="list-style-type: none"> Respect for human rights Prohibit use of forced labor Prohibit use of child labor Prohibit discrimination Labor Regulatory Compliance Collective Bargaining
Corporate Governance (G)	<ul style="list-style-type: none"> Corporate Social Responsibility Anti-corruption Internal education training Ethical Principles Economic Area Regulatory Compliance Protect intellectual property rights

CSR Agreement

Getac Group hopes to work with suppliers to fulfill corporate social responsibility, implement the concept of "responsible consumption and production" in the United Nations sustainability goals, and invite suppliers to sign the CSR agreement, promising to fulfill corporate social responsibility, safeguard basic human rights, and promote environmental sustainability development.

In 2020, 603 raw material suppliers that had transactions in the previous year have been invited to sign, and a total of 513 copies received, which is about 85.07%.



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.



Innovation

Innovation is an integral part of Getac culture. By embracing new ideas, we are discovering the technologies that will drive our industry forward into this millennium.



Commitment

At Getac, our commitment is to our customers. We listen closely to understand their needs to help them achieve and exceed their goals and expectations.



Value

We dedicate ourselves to adding value to our customers' businesses and endeavors through the quality of products and services Getac provides.



Sustainability Vision

- Promotion of a better world characterized by co-prosperity through positive energy.
- Harnessing the power of corporate citizens to protect and cherish global resources.

Focus Direction

- Ethical Management
- Responsible Production and Consumption
- Green Manufacturing
- Friendly Workplace
- Innovation & Education

Mid- And Long-term Sustainability Goals (3-5 Years)





2.2 Getac Responds To SDGs

Focus on the four goals and continue to create long-term value

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

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

Infrastructure, Goal 12 Responsible Consumption and Production, and Goal 4 Quality Education.

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

In the field of corporate operations, the Company

implements process innovation, enhances its energy use efficiency, and promotes the universal use of eco-friendly materials by relying on R&D efforts in core technologies. Getac actively develops industries with high added value to enhance its corporate value with the ultimate goal of creating new employment opportunities. The Company also strives to build a work environment characterized by equality and mutual respect and a climate conducive to learning and growth to foster talent cultivation as a driving force for innovative R&D. Getac maximizes its influence on supply chain partners through communication, supervision, and encouragement to promote respect for human rights and environmental protection and harness its powers as a corporate citizen for positive causes.





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



- In order to improve the air quality, Getac inspects VOCs raw materials according to strict standards. In 2020, China's factories have implemented the "Blue Sky Project-Volatile Organic Compounds (VOC) Related Regulations."
- In 2020, no violations were committed in the field of waste gas, waste water, and solid waste

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



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

Utilization Of Core Technologies Continued Promotion Of Process Innovation



- Investing in equipment to improve energy efficiency – In 2020, a total of 9,824 MWh of electricity saved, which is equivalent to a carbon reduction of 6,208 CO_{2e} metric tons
- Enhanced Energy Use Efficiency - "Green Molding" generated energy savings of 14,842 MWh(2017-2020), which is equivalent to a carbon reduction of 9,088 CO_{2e} metric tons.

Encouragement Of Talent Diversity And Equality As The Best Catalyst



- Enhancement Of Employee Competencies - In 2020, all employees received an average of 75.26 hours of diversified competency training
- Safeguarding Of Human Rights - All plants strictly prohibit the use of child labor and forced labor



2.3 Sustainability Governance Framework

Comprehensively integrate corporate energy for sustainability

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.

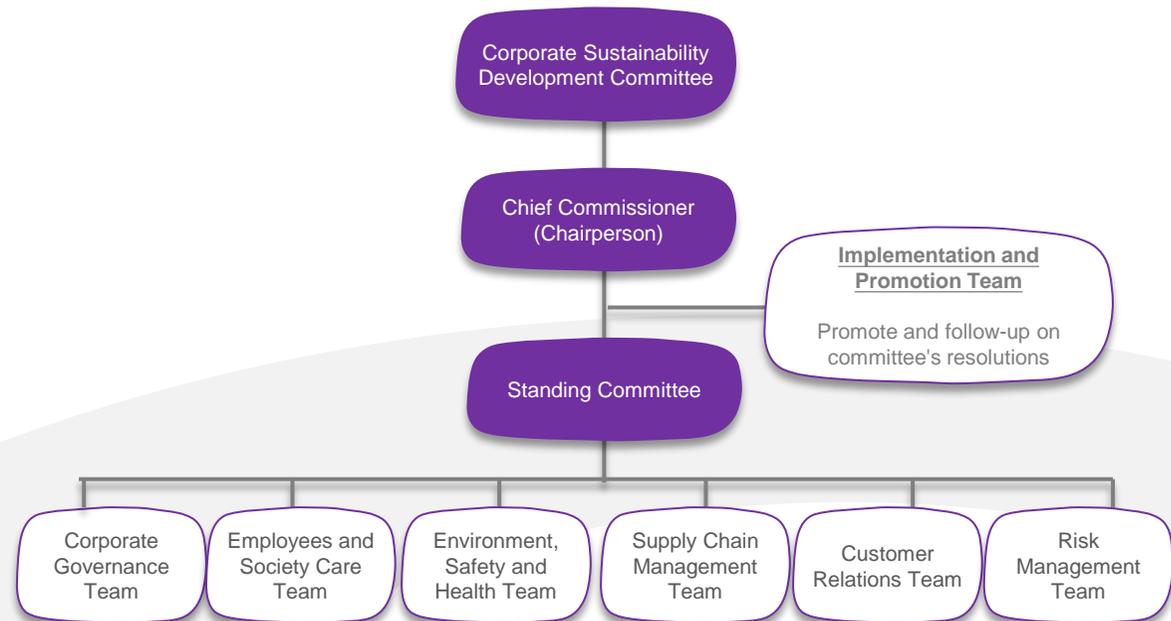
The committee is chaired by the chairperson of the board, who may appoint or dismiss members as needed, in order to assist with implementing sustainability tasks. An implementation and promotion team under the jurisdiction of the committee is charged with the responsibility to promote and follow-up on 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.

Getac CSR Committee Structure





| 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.

| Established A "Risk Management Team" In 2020

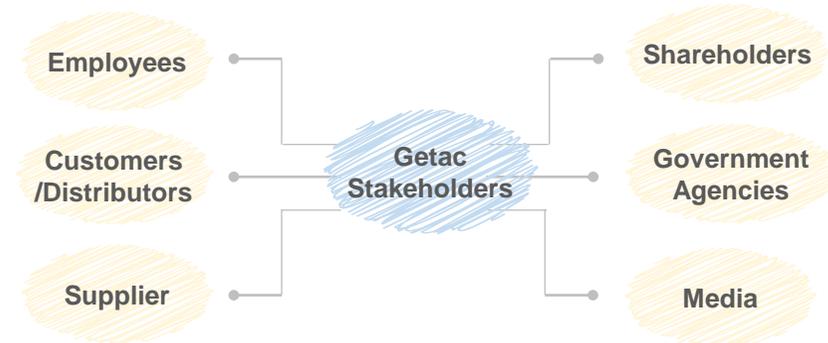
Because of the drastic changes in the global business environment and the increasing influence of climate change, a new risk management team has been established under the Corporate Sustainability Committee in 2020. It is responsible for establishing a risk management mechanism and implementing risk management procedures, regularly reporting to the Sustainability Development Committee and the Board of Directors, and holding regular risk education to enhance the risk awareness of all employees.



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 2020 were Employees, Customers/Distributors, Suppliers, Shareholders, Government Agencies and media.





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

	Getac's Response Methods	Issues Of Concerns	Communication and Response	Reference
Customers /Distributors	<ul style="list-style-type: none"> Customer service section on corporate website (immediately) Sales contract & Non-disclosure agreement(immediately) Telephone customer service hotline (immediately) Channel partner conference(periodically) Consumer service mailbox(immediately) ESG audit by third party (aperiodic) 	<ul style="list-style-type: none"> Child Labor Forced or compulsory labor Non-discrimination Security Practices Information Security & Customer Privacy 	<ul style="list-style-type: none"> Customer requirements and suggestions including those received through the express customer service e-mail and telephone hotlines are responded to in a timely manner. Satisfaction surveys and distributor conferences are also held on a regular basis. An ESG survey is conducted every year to learn about topics of concern of customers and respond to these topics through the report. Further upgrades and improvements were carried out by Getac in 2020 in response to the importance of information security to customers. Both ISO27001 (Information Security Management System) and TISAX (Trusted Information Security Exchange) certification were obtained in 2020 to bring our information security standards in line with leading tier-1 international vendors. 	<ul style="list-style-type: none"> 1.5 Customer Service 3.3 Information Security 5.1 Happy Enterprise
Suppliers	<ul style="list-style-type: none"> Supplier visit (immediately) Supplier procurement contract(immediately) Supplier audit(annually) Supplier query mailbox (immediately) Supplier Conference (aperiodic) 	<ul style="list-style-type: none"> Information Security & Customer Privacy Intellectual Property Rights Human rights assessment Corporate Governance & Transparency Of Information Economic Performance 	<ul style="list-style-type: none"> By holding supplier conferences from time to time and regular supplier audits, Getac and its supplier partners continue to communicate on operational directions and CSR goals, and respond to related concerns. In 2020, Getac established the "Sustainability Zone" in Getac global Supplier Portal to determine supplier compliance and ESG performance. 85% of supplier responses were received, representing 512 suppliers. 	<ul style="list-style-type: none"> 1.3 Financial Information 1.4 Innovation, Research And Development 3.1 Corporate Governance Structure 3.3 Information Security



	Getac's Response Methods	Issues Of Concerns	Communication and Response	Reference
Employees	<ul style="list-style-type: none"> • Performance appraisal (annually) • Internal announcement (immediately) • Employee meeting (annually) • Labor management meeting/supervisor meeting/training (periodically) • Education & Training (periodically) • Employee consultation hotline (immediately) 	<ul style="list-style-type: none"> • Information Security & Customer Privacy • Occupational Health & Safety • Corporate Governance & Transparency Of Information • Child Labor • Intellectual Property Rights 	<ul style="list-style-type: none"> • A range of open internal communication channels have been established by Getac to listen to employee feedback. A comprehensive performance evaluation system is also used at every level of management for communication and dialog. • A total of 118 employee suggestions were received in 2020. More than half were on upgrades to the working environment and equipment. All of these suggestions have now been taken onboard for future improvements and employees informed of the measures being taken by the company. For suggestions on education and training, online education was revamped by Getac in 2020. Interactive live streams and a variety of learning content were adopted to ensure that employees receive the professional knowledge they need to pass the assessment. 	<ul style="list-style-type: none"> • 3.1 Corporate Governance Structure • 3.3 Information Security • 5.1 Happy Enterprise • 5.2 High-performance team • 5.3 Safe Workplace • 1.4 Innovation, Research And Development
Shareholders	<ul style="list-style-type: none"> • Shareholders' meeting/investor conference (annually) • Corporate website (immediately) • Market observation post system (immediately) • Investor query mailbox / hotline (immediately) 	<ul style="list-style-type: none"> • Corporate Governance & Transparency Of Information • Environmental/Social/Economic Compliance • Information Security & Customer Privacy • Child Labor • Economic Performance 	<ul style="list-style-type: none"> • Getac publishes its financial information and annual report in a timely manner as required by law. The corporate website also has an investor section for providing investors with real-time advice. • Scheduled shareholders' meetings and ad hoc investor conferences are used to communicate the current business progress and future developments with investors. During 2020, we organized two large public investor conferences and 33 sessions for small institutional investors. 	<ul style="list-style-type: none"> • 1.4 Innovation, Research And Development • 3.1 Corporate Governance Structure • 3.3 Information Security • 5.1 Happy Enterprise



	Getac's Response Methods	Issues Of Concerns	Communication and Response	Reference
Media	<ul style="list-style-type: none"> News releases (immediately) Press conferences (periodically) Spokesperson interviews (immediately) Posting of information on the corporate website (immediately) 	<ul style="list-style-type: none"> Information Security & Customer Privacy Corporate Governance & Transparency Of Information Intellectual Property Rights Environmental/Social/Economic Compliance Economic Performance 	<ul style="list-style-type: none"> The media is the bridge for transmission of information. They serve as a vital link for Getac to communicate with society. Ad hoc press releases and press conferences along with the timely disclosure of related information, Getac explains the company's business development and targets. Public opinion is also collected for the reference of the management team. In 2020, total exposure in Taiwan media reached 906 times. 	<ul style="list-style-type: none"> 1.3 Financial Information 1.4 Innovation, Research And Development 3.1 Corporate Governance Structure 3.2 Ethical Management 3.3 Information Security
Government Agencies	<ul style="list-style-type: none"> Official documents (immediately) Regulatory meetings and training Seminars(periodically) 	<ul style="list-style-type: none"> Child Labor Customer health and safety Supply chain management Environmental/Social/Economic Compliance Forced or compulsory labor 	<ul style="list-style-type: none"> Ad hoc meetings and bulletins are used for cooperating with government agencies on related matters. These include attending related lectures, courses and conferences, and active cooperation with government agencies. After the "Corporate Governance 3.0 – Sustainable Development Blueprint" for enhancing corporate sustainability and ESG governance was issued by the Financial Supervisory Committee in 2020, Getac actively responded to the blueprint and introduced related requirements. Seven improvements were subsequently made and completed in 2020 based on the indicators 7th Corporate Governance Evaluation. 	<ul style="list-style-type: none"> 1.6 Supply Chain Management 4.1 Green Design 3.2 Ethical Management 5.1 Happy Enterprise



Prioritization Of Sustainability Issues

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

High Influence On Stakeholder Assessments & Decisions	✓ Local Community	✓ Supply chain management ◆ Non-discrimination ◆ Diversity & Equal Opportunity ◆ Labor Management Relations · freedom Of Association & Collective Bargaining	✓ Occupational Health & Safety ✓ Customer health and safety ✓ Energy & Water ✓ Emissions ✓ Employment ✓ Effluents And Waste	✓ Child Labor ✓ Corporate Governance · Transparency Of Information ✓ Environmental/Social/Economic Compliance ✓ Economic Performance • Intellectual Property Rights ✓ Information Security & Customer Privacy ✓ Anti-corruption ✓ Operational risk management ✓ Forced or compulsory labor
Low	✓ Anti-competitive behavior ◆ Security Practices ◆ Human Rights Assessment	✓ Materials & Product Energy - saving ✓ Marketing and labeling ✓ Training & Education		

◆ High
 Significance Of Economic, Environmental, & Social Impacts



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 2020 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

In 2020, a total of 17 sustainability issues were selected through the cross-scoring results of the questionnaire.

Compared with 2019, the selected sustainability issues were added with an "Employment" and reduced "Materials & product energy-saving", "Marketing and labeling", "Anti-competitive behavior". 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 2019, the Sustainable Development Committee decided to retain these four issues. After a comparison of these 20 sustainability issues with the specific topics listed in the GRI standards, a total of 21 specific topics were identified.





Getac CSR Topics Boundary

Category	Major Material Topic	Relate to SDGs	Getac HQ (Includes Getac Linkou)	Getac Xizhi	Getac Kunshan	MPT Kunshan	MPT Suzhou	Getac Changshu	Getac Vietnam	MPT Vietnam	Vendors
Economics	Corporate Governance & Transparency Of Information		●								
	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		●								
	Information Security & Customer Privacy		●	●	●	●	●	●	●	●	●
Social	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	●	●	●	●	●	●	●	●	●
	Employment		●	●	●	●	●	●	●	●	



Category	Major Material Topic	Relate to SDGs	Getac HQ (Includes Getac Linkou)	Getac Xizhi	Getac Kunshan	MPT Kunshan	MPT Suzhou	Getac Changshu	Getac Vietnam	MPT Vietnam	Vendors
Environmental	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	2020 Goals	2020 Performance	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 Maintained the rank to 6-20% in the "Corporate Governance Evaluation." 	46-51
2	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.	<ul style="list-style-type: none"> No violation of any environmental, social, and economic laws or regulations in 2020. 	<ul style="list-style-type: none"> No violation of any environmental, social, and economic laws or regulations in 2020. 	55
3	Information Security & 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"> Information security system risk monitoring and defense capabilities upgrade, complete the "TISAX (Trusted Information Security Assessment Exchange) " by the end of 2020. No infringement of customer privacy or loss of customer data incidents 	<ul style="list-style-type: none"> Completed the certification of TISAX. No breaching of business secrets or customer privacy in 2020. 	18.19 56-58
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.	<ul style="list-style-type: none"> No final judgement in the lawsuit concerning infringement of other's Intellectual Property Rights. 	<ul style="list-style-type: none"> No final judgement in the lawsuit concerning infringement of other's Intellectual Property Rights. 	16.17



Management Direction and Performance

	Major Material Topic	Management Methods	2020 Goals	2020 Performance	Page
5	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 2020. 	59-61
6	Child Labor	Comply with local child labor prohibition law at production bases, strictly enforce the company's internal regulations, strengthen identification inspection measures, and monitor the IT system, in order to prevent identity fraud.	Strictly enforce the prohibition of the hiring of underage children.	<ul style="list-style-type: none"> The company did not hire any underage children in 2020. 	94
7	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.	<ul style="list-style-type: none"> Achieve the consolidated revenue target. 	<ul style="list-style-type: none"> The 2020 consolidated revenue was NT\$27.84 billion with the after-tax earnings per share at NT\$4.40, revenues hit record highs for seven consecutive years 	12-15
8	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 2020. Anti-corruption educational training completion rate 100% 	52-55
9	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 2020.	No incident of forced or compulsory labor in 2020.	94



Management Direction and Performance

	Major Material Topic	Management Methods	2020 Goals	2020 Performance	Page
10	Customer health and safety	Implement QC08000 hazardous substance management process systems and green product management systems in pursuant to national product safety laws of sales region (e.g., UL, CCC, CE) in order to end the use of raw materials containing hazardous substances.	All of our products shall comply with the product safety requirements of sales regions.	There were no penalties or lawsuits in relation to product health and safety in 2020.	63
11	Occupational Health & Safety	Obtain the OHSAS18001 certification as the basis for daily management of regulatory compliance.	<ul style="list-style-type: none"> Zero fatalities, zero occupational illnesses. Reduce the rate of work-related injuries and move towards zero work-related injuries. 	<ul style="list-style-type: none"> There were no reports of occupational death or illness in 2020. The recorded occupational injury rate was 0.248, a decrease from 0.402 in the previous year. 	102-107
12	Waste	Obtain ISO14001 environmental system management certification, implement internal waste disposal procedures, and choose legal waste disposal vendors.	Dispose of waste in accordance with regulations, no major penalty.	Dispose of waste in accordance with regulations, no major penalty.	79-81
13	Employment	Establish a perfect talent recruitment system, provide salary and benefits higher than regulations, build the best employer brand to attract talents, and enable all tasks in the organization to be performed by people with appropriate abilities and enthusiasm to perform their functions and talents to achieve Organizational goals.	Provide competitive salary and benefits to create a happy enterprise.	<ul style="list-style-type: none"> MPT Kunshan Plant was Re-elected as "Most Popular Employers Among College Students" in 2020. Received "The Exercise Enterprise Certification" by Sports Administration, Ministry of Education 	91-100



Management Direction and Performance

Major Material Topic		Management Methods	2020 Goals	2020 Performance	Page
14	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 1.054 in 2019. 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 8.0 	<ul style="list-style-type: none"> Energy intensity was 0.975, a decrease of 7.50% from the previous year. The main products of rugged computers have passed the new standard of ENERGY STAR Version 8.0. Through energy-saving design, Getac in 2020 can at least 201 metric tons of carbon dioxide emission equivalent. 	69-73
15	Water and effluents	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%	<ul style="list-style-type: none"> The recycling water rate was 96%. Water intensity is 0.78, a decrease of 3.70% from 2019 	74-77
16	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 Completed the introduction of "Blue Sky Project-Volatile Organic Compounds (VOC) Related Specifications" 	<ul style="list-style-type: none"> Compliance emissions 2020 greenhouse gas emission intensity was 0.141, a decrease of 3.05% compared to previous year. The factory in China has completed the introduction of the "Blue Sky Project-Volatile Organic Compounds (VOC) Related Specifications". The standardized VOCs raw materials, including inks, coatings, cleaning agents and adhesives, all comply with regulations and standards. 	71



Management Direction and Performance

Major Material Topic	Management Methods	2020 Goals	2020 Performance	Page
17 Supply chain management	Establish effective supplier management systems, including qualification reviews and regular TQRDC (Technology, Quality, Responsiveness, Delivery, Cost) evaluations, and ask that our suppliers sign a statement of commitment to sustainability issues via supplier qualification reviews and contract mechanisms.	Introduce the global supplier CSR zone, invite suppliers to disclose sustainable performance and sign CSR agreement.	Approximately 85% of the suppliers signed the letter of commitment and responded to the ESG investigation. It was found that one company was punished for violating laws and regulations. After tracking, it has been improved in accordance with the law.	21-24
18 Training & 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 75.26 hours in 2020. Direct employees received 82.36 hours of training.	97-99
19 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 39%. MPT Suzhou was 18%. Received EPEAT Certification 	67
20 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)	63
21 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 2020.	55



3 Corporate Governance

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

3.1 Corporate Governance Structure

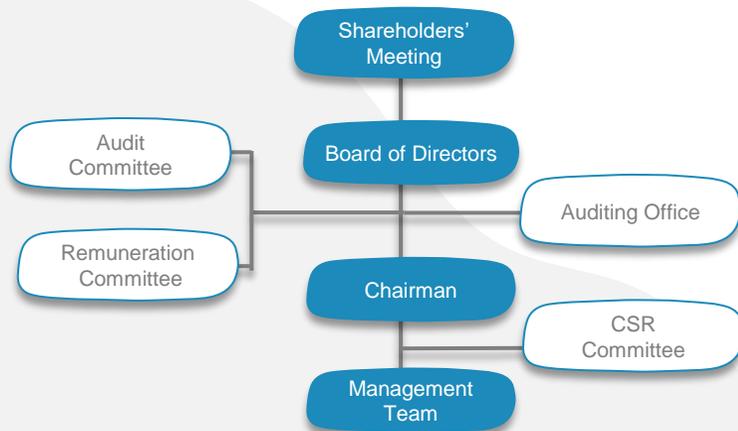
Establish Effective And Sound Corporate Governance Structure

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 9 of the 2020 Annual Report. Details on the organizational structure of affiliated enterprises are presented on page 108 of the Annual Report.

Getac Organization Structure



Selected as "TWSE Corporate Governance 100 Index"*



In the 7th Corporate Governance Evaluation, Getac ranked 6-20% of listed companies in Taiwan

*Getac has successively selected many constituent stocks of the Taiwan Stock Exchange in the past two years, including FTSE TWSE Taiwan Mid Cap 100 Index, FTSE TWSE Taiwan Technology Index, TWSE Corporate Governance 100 Index, FTSE TWSE Taiwan Dividend+ Index and TWSE RAFI® Taiwan High Compensation 100 Index.



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



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. Nine directors (including three independent directors) were elected 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 2020, Getac held a total of six meetings of the board of directors

In 2020, 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 38 of the company's 2020 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.

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.



Board Discussions Of Sustainability Issues In 2020

- the intellectual property management plan and status linked to business goals.
- the procedures and countermeasures for risk management identification
- Comprehensively strengthen the management of volatile organic compounds (VOCs) in 2020, action plans and schedule reports

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

	Name	Education	Current Jobs	
Chairman	Hwang, Ming-hang	M.S. Of Electrical Engineering, Utah State University, U.S.A.	President & Chairman, Getac Technology Corp.	100%
Vice Chairman	Tsai, Feng-tzu	B.S Of Computer/Control Engineering Department, Chiao-tung University.	Chairman, National Aerospace Fasteners Corp.	100%
Director	Miau, Matthew, Feng Chiang	MBA, Santa Clara University, USA	Chairman, Lien Hwa Industrial Holdings Corp. Chairman, Synnex Technology International Corporation	100%
Director	Lin, Chuan Cheng	Ph.D. Of Mechanical Engineering , National Cheng Kung University	Chairman, Mitac Precision Technology(kunshan) Co., Ltd.	33% (Affected by the epidemic, delegated to attend)
Director	Chou, Teh-chien	Ph.D Of Rutgers University, USA	Director, Synnex Technology International Corp. Director, National Aerospace Fasteners Corp.	100%
Director	Miau,Scott Matthew	NCCU, College Of Commerce - Executive MBA (EMBA)	VP, IoT Business Group - Mitac ITC.	100%
Independent Director	Lin, Kuan-ming	BS Of Electrical Engineering , National Taiwan University	Chairman, Premier Venture Capital Corp. Chairman, Ruby Tech Corp.	100%
Independent Director	Lin, Long-song	Ph.D In Electrical And Computer Engineering, Purdue University, U.S.A.	(Former) Chairman, Lenovo Global Technology (Taiwan) Ltd.	100%
Independent Director	Chang, Chia-hsin	M.S. In Business Administration, Soochow University	(Former) Auditor/ Director/ Assistant Manager/ Manager/ Senior Manager/ Partner, KPMG In Taiwan	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 2020 was approximately 3.14%. Please refer to page 23 of the 2020 Annual Report for details.

Functional Committees

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

□ 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 2020.

□ 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 2020.



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

- ✓ Disclosure of the proportion of employees in the company protected by "Collective Agreement Act."
- ✓ Data disclosure of greenhouse gas emissions, water and waste 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 2020 was 4.40 NTD, the dividend was 3.6 NTD per share, and the dividend rate was approximately 82%. In the past five years, the dividend payout rate has continued to remain above 74%, the return on equity is maintained at 13-15%, therefore Getac was selected as one of the 30 constituent stocks in TSEC Taiwan Dividend + Index compiled by the Taiwan Stock Exchange and FTSE.

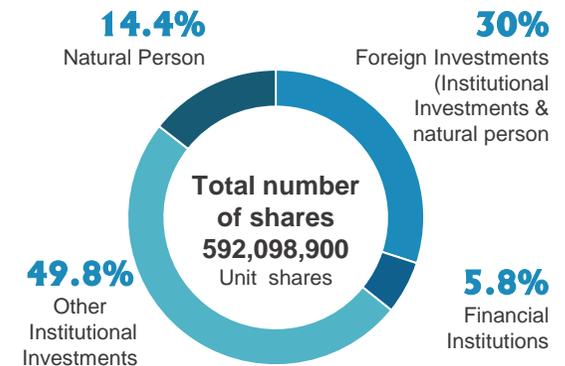
Shareholder Communication Channel

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 2020, Getac held a total of three large investor conference and 33 one-on-one communication meetings with institutional legal persons. All investors can check or download the quarterly business report in the investor section of the company's official website.

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

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.

Tax Management

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

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

Changes to tax regulations issued by the OECD and the host countries of each affiliate are also regularly reviewed for taxation risk by the Accounting Department and external experts. Tax compliance status is checked to calculate the impact in advance and manage taxations risks in business operations. The long-term tax implications for the group are examined as well so that

- Inquire with the competent authority if there are any questions regarding the applicability of certain regulations during routine operations.
- Tax returns should be filed on time in accordance with the law.
- Actively cooperate and communicate with the requirements of the tax authorities.



Guidelines Governing the Reporting of Corruption and Malpractices

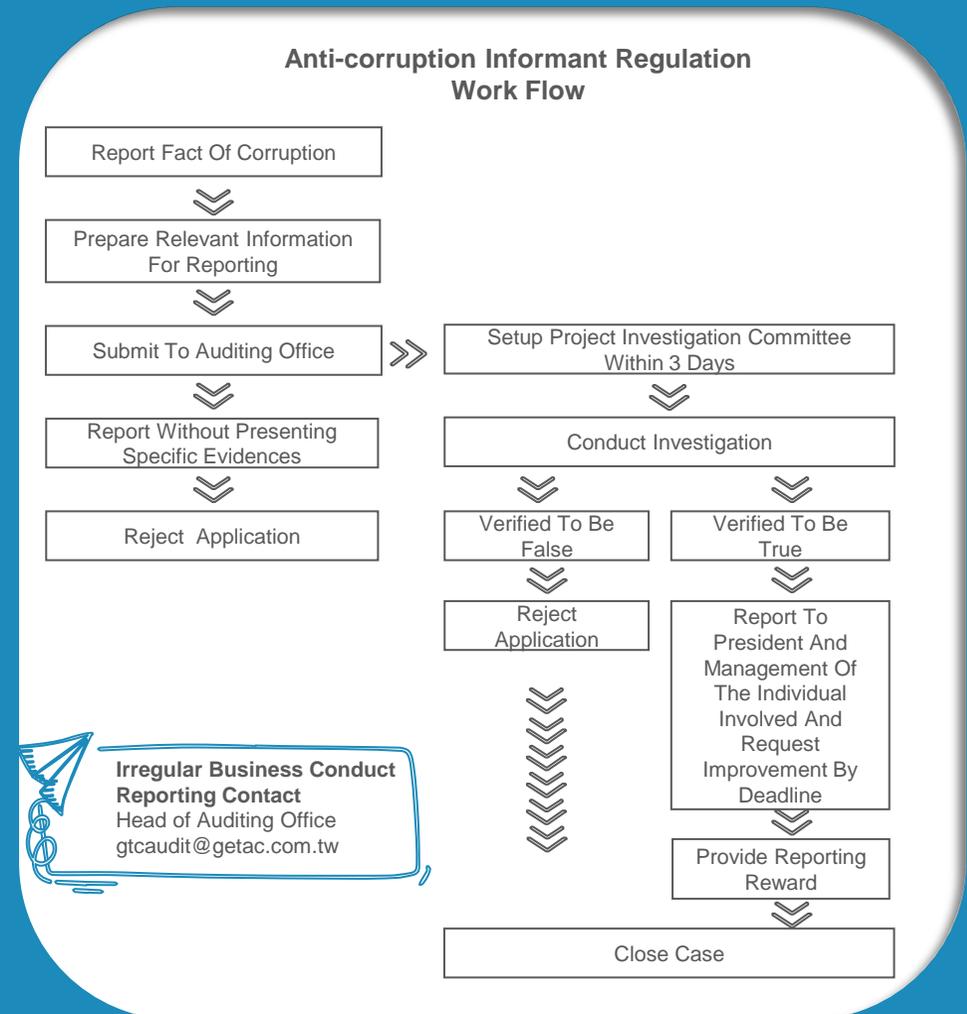
The Company has formulated Guidelines Governing the Reporting of Corruption and Malpractices and set up an investigation committee to prevent illegal conduct and maintain regular operations. The committee is composed of legal affairs, audit, and HR representatives as well as direct supervisors of involved 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 2020, as disclosed in this report.

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.

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-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 2020:

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

3.3 Information Security

A spate of cyber attacks in the electronics industry drew widespread attention in 2020. Information security has become the overriding challenge for business operations in the increasingly complex IT environment of the IoT age.

A multi-layered defense system has been constructed by Getac in response to increasingly targeted and fast-evolving threats. In addition to reviewing and upgrading the existing infrastructure every year as well as carrying out complete information security risk assessments on a regular basis, information security awareness is now integrated into our internal management to ensure that our relevant personnel possess the necessary information security awareness to counter potential risks.

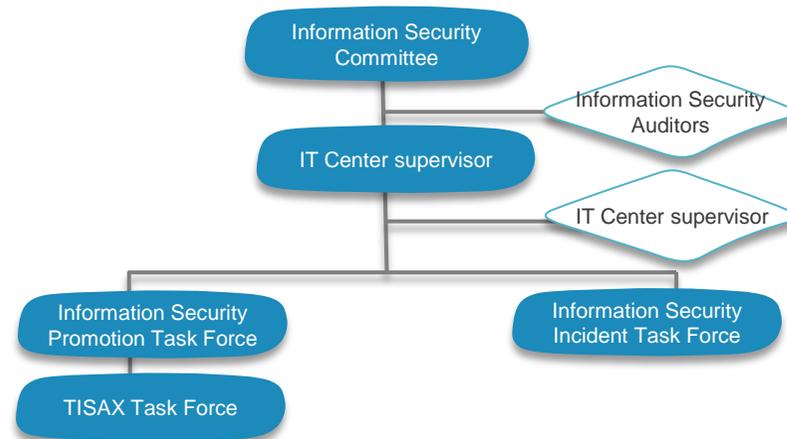
An Information Security Management Committee has been established by Getac as the top guidance and arbitration unit for information security within the group. The InfoSec Committee is headed by the Chairperson and is responsible for setting the direction of Information security policy, supervision and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

ISO27001 and TISAX certification

The increasing use of smart technology in the automotive industry means automotive

information security is now crucial to road safety and privacy. Getac's Taiwan headquarters obtained ISO 27001 information security management system certification in 2019 followed by TISAX certification in 2020. Our level of information security is therefore in line with leading international car makers. The integrity of our information security governance structure means that we are now one of the few vendors in Taiwan to possess both ISO 27001 and TISAX certification.

Information Security Organizational Chart



| Total control of information security risks

In response to fast-evolving domestic/overseas information security trends and the latest industry alerts, the information security team monitors technological developments and compiles professional advance from internal/outside sources. These are reported to the InfoSec Committee for a response strategy to be formulated. In addition to active defense, detection, and warning through hardware and software, even more emphasis is placed on routine information security education and training for employees. Routine monitoring and field audits are enforced as well. We must stay vigilant against future information security risks and challenges and preempt them through a range of defensive measures.

| Information security education and training for all employees

Getac issued the "Employee Information Security and Computer Usage Guidelines" to enhance information security awareness and consensus. Information security awareness is also a core component of new employee training. Information security reminders on routine usage are issued at various times via the intranet portal and e-mail. In 2020, internal online live streams were also used to communicate to employees the importance of information security awareness directly.

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

100%

education and training for new recruits in Taiwan



Information Security Online Course



Further information security upgrades in 2020

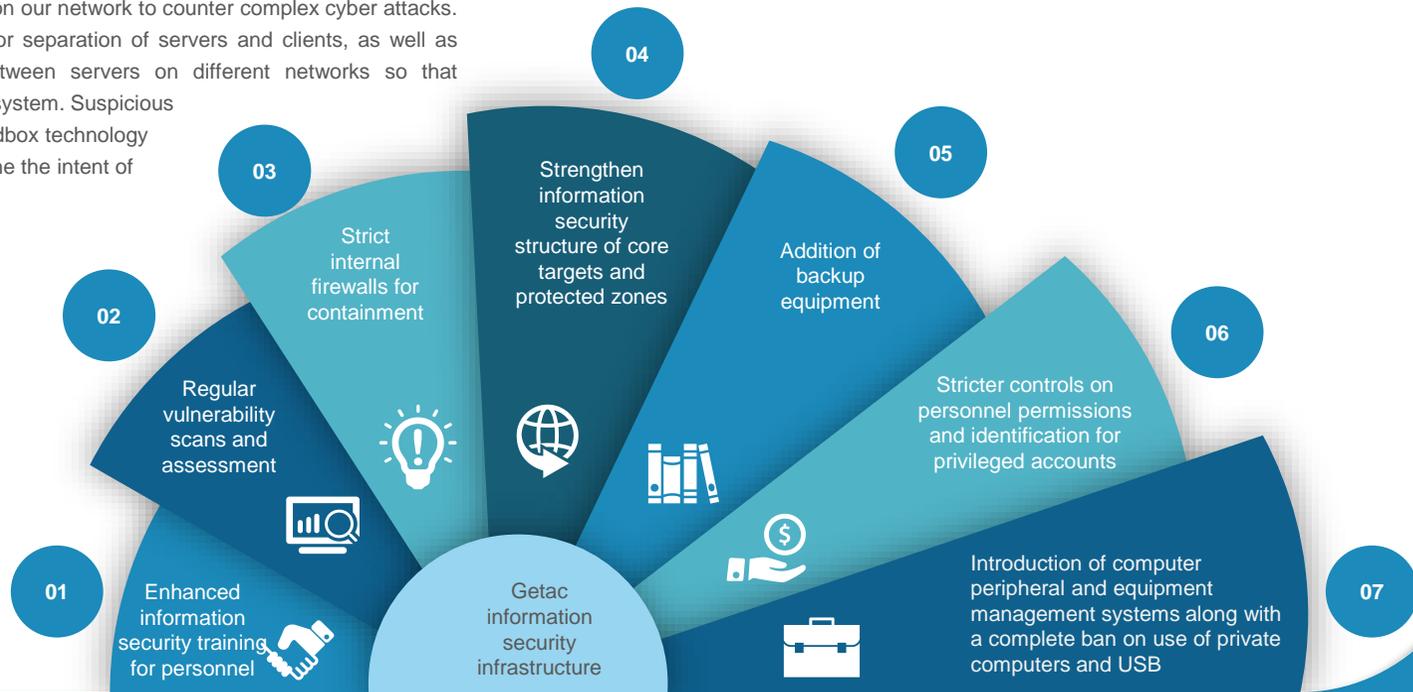
A variety of measures were introduced in 2020 to upgrade Getac's security system to counter all current and future risks. Management initiatives included a strengthening of the information security structure and strict controls on personnel permissions. Hardware initiatives included the introduction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

Multi-layered internal defenses for risk containment

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

GDMS system for real-time tracking of remote devices

"Getac Device Management Solution (GDMS)" was progressively rolled out to each site in 2020 for real-time management and monitoring of deployed devices. Device safety will now be elevated to become a key component of our overall information security protection. In addition to real-time monitoring of device information such as battery, CPU, hardware and system status, custom alerts can also be set to detect potential threats. The system has been fully deployed in Taiwan and roll-out to other sites are continuing.





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. 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 2020 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. 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.





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.</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	Changing interest rates and exchange rates affect revenue, expenditure and financial leverage, while adjustments to asset valuations as well as risks related to credit, solvency, and liquidity also impact the company.	<ul style="list-style-type: none"> • Currently, derivative commodity transactions are hedged against actual foreign currency assets and liabilities on the books, and pursuant to Getac’s Procedures for Handling Derivative Commodity Transactions, profits and losses are regularly reassessed in order to reduce exchange rates’ impacts on overall earnings. The company’s foreign-exchange forward contracts and foreign exchange transactions are intended to avoid exchange rate risks from import and export prices; hedging accounting is not applied. • Assessment and settling of impairment losses are based on expected operating results in the next few years and cash flows in the next few years. Thus, impairment losses are more likely to occur when operating results have already started to decline. Getac follows the latest versions of the annually released International Financial Reporting Standards (IFRS) to determine whether and how to impair assets, details of which are disclosed in our financial reports audited by accountants.
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. 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	In accordance with decrees and regulations of Taiwan’s Financial Supervisory Commission (FSC), Getac has internal management methods and operating procedures for robust financial management and operations in place, including Procedures for Handling Derivatives Transactions, Procedures for Lending Funds to Others, Procedures for Asset Acquisition and Disposal, and Procedures for Endorsements and Guarantees.



Risk Issues	Impacts On Operations	Getac Response Measures
Information Security	Business interruptions caused by system disruptions Leaks of personal information and operating losses caused by hacking	<p>In order to ensure the controllability of information security risks, the company set up an information security committee in 2019 and obtained ISO27001 certification and passed TISAX certification in 2020.</p> <p>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.</p>
Environmental Safety and Health	Health and safety risks caused by the treatment of environmental pollutants or waste	In accordance with ISO 14001, OHSAS 18001 and occupational safety and health related laws and regulations, a management center has been established to ensure that waste water, exhaust gas emissions, waste and occupational disaster management are implemented in compliance with laws and regulations, and related performance is continuously improved. No major ESH incidents with an impact on business operations occurred in 2020.
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 2020.
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**

Vision For A Sustainable Future

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 2020.

In 2020, no Getac site was issued significant fines or non-monetary penalties for environmental violations. The only exception was MPT Suzhou where the administrative process for plant repair and construction was incomplete. No fine was issued but remedial action was ordered by the Environmental Protection Bureau. A new application has now been filed for environmental assessment.

Getac continued to promote the circular economy in 2020. Waste steam was extensively used throughout the site to reduce energy consumption, while process water recovery and reuse has now reached 96%. The production process is constantly being optimized to reduce its carbon emissions. Smart management is also being rolled out to develop a data-driven carbon reduction strategy. By taking actions, we will gradually build a better and cleaner world and work together towards a sustainable future.

Compared to 2019, Greenhouse gas intensity decreased

3.05%



2020 Electricity Saving Performance

9,824 MWh



Water Recycling Rate

96%



2020 Total Amount Of Water Recycled

174,54 megaliters

2020 Product Energy Saving

201 Metric tons of CO_{2e}





4.1 Green Design

Responsible Production and Consumption

Providing healthy and safe product is the commitment of Getac to customers. The United Nations has announced 17 Sustainable Development Goals (SDGs), Goal 12 of which is “Responsible Production and Consumption,” Getac advocates this concept with producing safe and healthy products as our mission. Our quality requirements are present in the design and development phase of a product, and even extend to product sales and after-sales services. Every part of the product development process is strictly monitored, in order to ensure that all of our products not only satisfy international safety regulations and environmental policies, but also meet customer and user expectations.

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

Getac Green Products Life Cycle Circulation



O1 | 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.



O2 | Production

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



O3 | Transportation Distribution

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



O4 | Consumer Use

- All production lines of the rugged computing product have received Energy Star 8.0 Energy-Efficient Design Label, and it is estimated that a reduction of approximately 201 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..



O5 | Recycle Reuse

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



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.

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

Getac Kunshan, which specializes in the assembly of electronic products, MPT Kunshan and MPT Suzhou, which specialize in the production of plastic injection mechanical parts have incorporated the IECQ QC 080000 Hazardous Substance Process Management (HSPM)

system for electrical and electronic components and products, and complies with international directives for environmental protection, including the REACH, Substance of Very High Concern (SVHC), and RoHS, to prevent the use of materials, parts, or products containing hazardous substance which would otherwise impact the ecosystem.

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



| Better Than International Environmental Protection And Safety Standards

In 2020, 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 reuse, which reduces resource waste. Furthermore, Getac products are designed following Energy related Products (EuP) directives and Electronic Product Environmental Assessment Tool (EPEAT) standards.



| Reduce The Use Of Packaging Materials

Evaluate the transportation distance for the trading partners with regular frequent dealings, and the packaging materials used shall be recycled and reused. MPT Kunshan and MPT Suzhou Plants commissioned professional recycling companies to assist in the recycling and reusing the cartons,

paying by pieces, and encourage manufacturers to keep the completeness of the cartons and increase the quantity of recycling during the transportation process. Also, record the quantity of cartons when shipping in and out of the plant.

In 2020, for those customers whose location and usage mode can match Getac's recycling work, MPT Kunshan recycled cartons accounted for approximately 39% of the total shipped cartons, and MPT Suzhou approximately 18%.

In order to reduce environmental impact, in addition to cartons, plastic trays used to contain small parts in packaging materials are also recycled as much as possible. For customers whose location and usage pattern can match Getac's recycling work, the number of recycled plastic pallets from MPT Kunshan accounts for approximately 19% of the total number of shipments used, and that of MPT Suzhou is approximately 21%.

In addition to recycling the packaging materials used for shipment, various packaging materials used in the in-plant manufacturing process of MPT Kunshan and MPT Suzhou are also continuously recycled, cleaned, and reused. In 2020, the factory recycled 114,364 cartons, 1,665,535 plastic pallets, 958,870 plastic boxes, and 126,859 various partitions.

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 2020 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 2020, the plastics organization used a total of 14,246 metric tons of plastic pellets. In response to the concept of circular economy, MPT Kunshan plant actively cooperates with customers to improve the recycled material policy. In 2020, the use of recycled plastic pellets has increased significantly to 2,216 metric tons, which is an increase of 31% compared with 2019. The proportion of recycled plastic pellets in plastic pellets is about 16%. In 2020, a total of 13,669 metric tons of aluminum materials was used for the automotive mechanical parts, and 100% of them were recycled aluminum.



Electricity-saving Design To Slow Down Global Warming

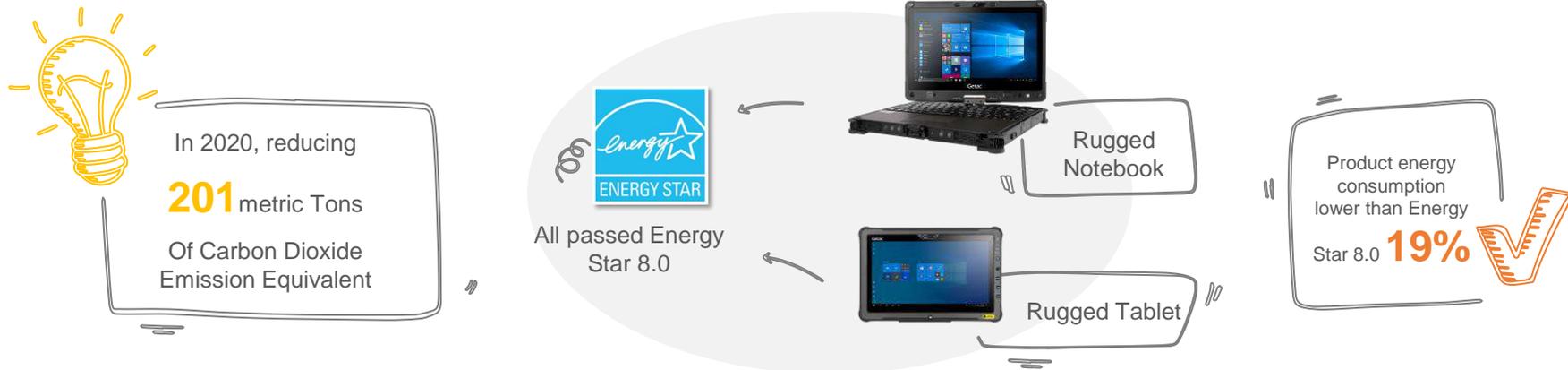
With frequent occurrence of energy shortages in recent years, and the rising cost of electricity, whether electronic products can balance computing efficiency and energy conservation has become a key competitive capability. As one of the world's leading manufacturers of rugged computers, the products 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 8.0 and energy performance regulations enforced by the U.S.

Energy Information Administration and the California Energy Commission., etc., and is verified according to the requirements of Energy Star through Design Quality Verification (DQA) Department, to ensure low energy consumption design specifications and allow users to save a large amount of unnecessary energy consumption.

The US Energy Star released the latest Version 8.0 Certification Standard in late 2019. In 2020, all the rugged notebooks and tablets of Getac are certified. The actual laboratory test values are lower than the standard value required by the report. Taking B360 as an example, the test value of actual energy consumption is about 18.21 KWh, which is lower than

the standard value of 22.90 KWh; the actual test value of X500 is 23.33 KWh, which is lower than the standard value of 33.19 KWh. K120 actual test value is 11.61 KWh, which is lower than the standard value of 19.73 KWh.

The twelve main models sold by Getac in 2020 consume an average of 19% lower power consumption than the Energy Star standard value, totaling approximately 394.6 MWh. After multiplying this by the number of units sold in the year, it is estimated that the rugged computers sold by Getac in 2020 can at least 201 metric tons of carbon dioxide emission equivalent. Demonstrate Getac's efforts and achievements in energy-saving design.





4.2 Green Manufacturing

In order to cope with the increasingly severe energy challenges and minimize the impact on the ecology, Getac's plants and products actively obtain environmental-related certifications, and promote a number of energy resource productivity improvement plans internally. It is hoped that with intelligent operation management, it will be able to Maximize resource utilization efficiency and effectively reduce carbon emissions.

Smart Energy Monitoring

The ISO 50001:2018 energy management system was introduced by Getac in 2020 and certification was obtained by Xizhi plant in Taiwan. The ISO 50001 energy management system allows Getac to

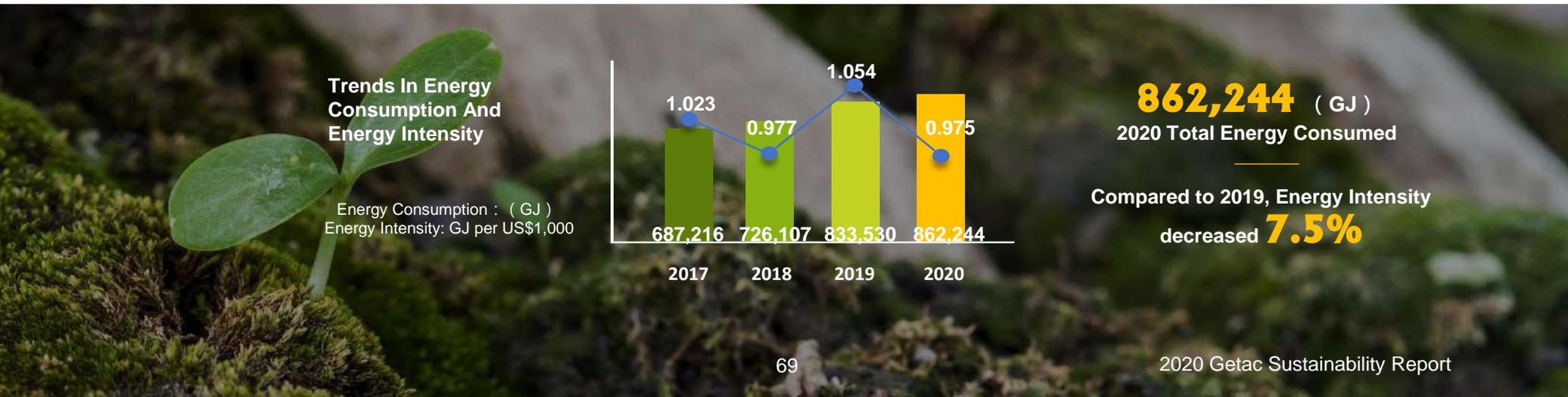
manage existing energy-saving solutions more precisely and more systematically. Energy indicators and action plans will be data-driven. The identification of key factors will ensure that the goal of continued performance improvements and reduced energy consumption can be realized.

In addition to certifications, Getac began working on energy monitoring solutions for smart grids in 2020. The platform will allow for real-time monitoring of power consumption by different areas within a site. The system has now been installed at Kunshan site and will hopefully be rolled out at other sites in the future. Administrators can not only remotely monitor anomalies but also instantly see any changes in power consumption during the production process due to the environment, capacity, equipment and other parameters. The data can data can

be added to a database for variance analysis and provide a key reference for energy management decision-making.

Gradual Reduction Of Energy Intensity

The new Xizhi plant was added to the scope of total energy consumption at Getac in 2020. Due to a significant increase in business sales, total energy consumption amounted to 862,244 GJ and was 3.44% higher than last year. Continued optimization of energy-saving equipment and energy efficiency, however, saw a decrease of 7.50% in total energy intensity (GJ/Thousand USD) to 0.975 compared to 2019.



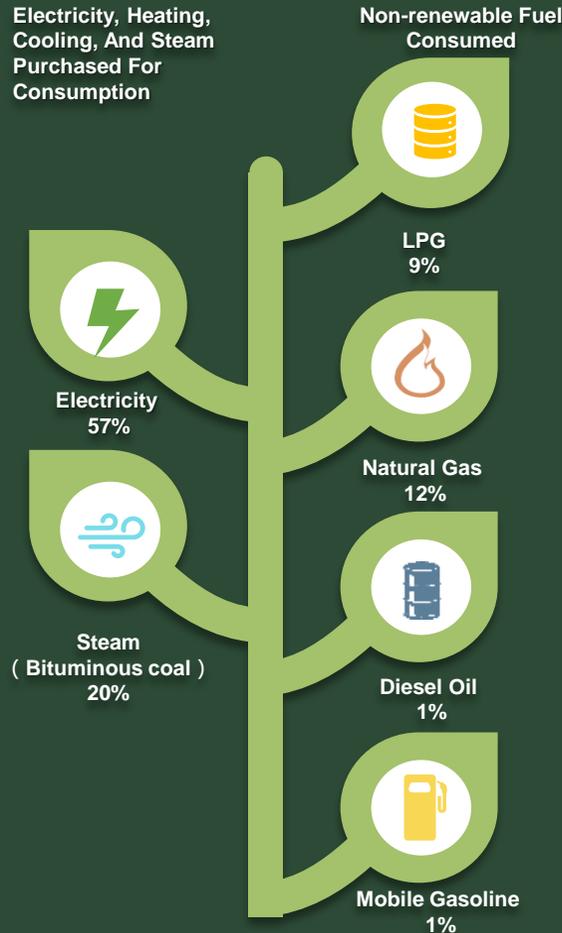


Energy Consumption by Type

Non-renewable fuels including Diesel, petroleum, liquefied petroleum gas, and natural gas currently account for 23% of the total energy consumption in the Company's processes. Consumption of purchased electricity, heat, cooling, and/or steam accounts for 77% of the total energy consumption (mainly purchased electricity and steam). Production line vehicles and tools such as electric generators and forklifts utilize Diesel for power generation, while company cars are propelled by gasoline. 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.

Calculation Description of Energy Consumption :

- In 2020, scope of disclosure includes one additional plant (Getac Xizhi) compared to 2019. Energy consumption calculation uses 2020 as the baseline year.
- Sources of heating value are presented in Tables 2-5 in Appendix 7.3 of the report. The detail of energy consumption of each plant are presented in Tables 6 in Appendix 7.3 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.



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.

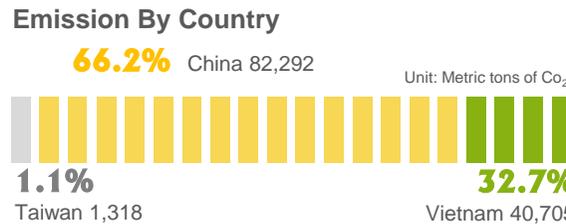
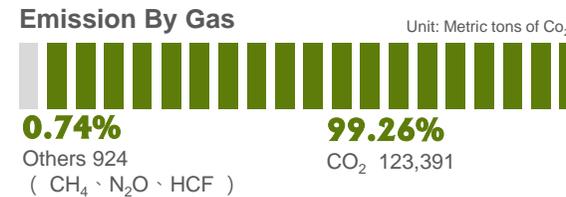
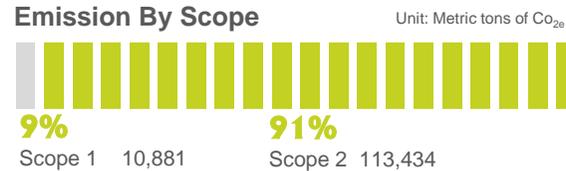
Through waste Gas Recycling, Getac used a total of 53,579 metric tons of steam in 2020, which accounted for about 40% of the total energy consumption of the MPTK plant that year. The accumulated condensed water is approximately 85,395 cubic meters.

Greenhouse Gas Emissions



The Company uses the method of operational control to define the boundaries of conducted GHG emission amount inventories for emission sources. In 2020, scope of disclosure includes one additional plant (Getac Xizhi) compared to 2019. Total GHG emissions amounted to 124,315 metric tons of CO_{2e}. GHG emissions of the Company are mostly Scope 2 indirect emissions (accounting for around 91%). There are four types of gas including CO₂, CH₄, N₂O, and HCF. Among them, CO₂ is the main emission, accounting for 99.26%. Most of the emission sources were located in China at 66.20%.

The addition of the Xizhi plant, increase in production capacity due to stronger sales, and addition of automation equipment meant that total GHG emissions grew by 8.42% in 2020 compared to 2019. Significant energy efficiency improvements in the production line as well as strengthening of energy management measures mean there was an effective reduction in GHG emission intensity. Our GHG intensity in 2020 was 0.141, 3.05% lower than 2019 and proof of improved energy efficiency at Getac.



Greenhouse Gas And Intensity Trends



Unit: greenhouse gas emissions (Metric tons of CO_{2e})
intensity of greenhouse gas emissions (Metric tons of CO_{2e} per US\$ 1,000)

GHG Emissions Calculation :

- In 2020, scope of disclosure includes Getac Xizhi. 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.



Energy Saving And Carbon Reduction Measures

In order to continuously improve the efficiency of resource use and strengthen the energy management capabilities of the plant area, Getac conducts annual inspections and reviews of energy data to find better ways to use energy. In terms of daily energy saving, in addition to general energy-saving education and replacement of air-conditioning and lighting, various business units also proposed improvement plans for the manufacturing process, including the R&D team to carry out factory renovations to improve energy-saving effects.

The new energy-saving project in 2020 can save 1,261 MWh. The accumulated investment in energy-saving projects since 2017 can achieve 9,824 MWh of energy savings in 2020, which is equivalent to 6,208 metric tons of CO_{2e}, also equivalent to the annual carbon sequestration of 16 Da'an forest park.

| Continuously Improve Process Energy Saving

Getac conducts annual energy-efficiency assessments of its plant and equipment to reduce unnecessary waste and carbon emissions. In 2020, the existing Green Molding project was joined by three more projects including upgrades to energy-saving compressors and fans. Energy consumption was therefore reduced by 458 MWh in 2020, the equivalent of 351 metric tons of CO_{2e}.

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.

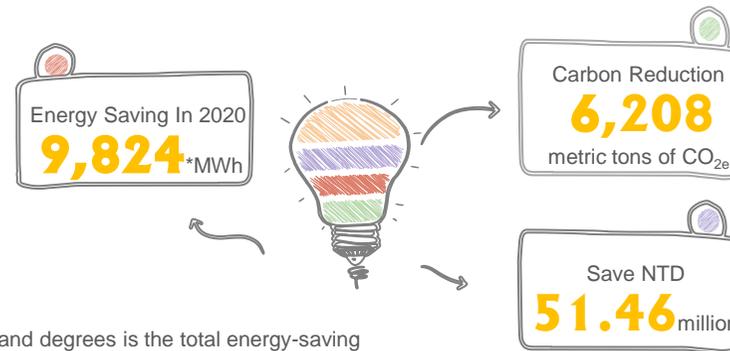
| Daily Energy Saving

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.

Getac Kunshan, MPT Kunshan, and MPT Vietnam upgraded their LED lighting and AC in 2020 to reduce energy consumption by 365.29 MWh.



* 9,824 thousand degrees is the total energy-saving projects from 2017 to 2020, presented in 2020.



Green Molding

Green Energy-saving Technology Research And Development

Four years of energy saving in total **14,842 MWh**

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%.

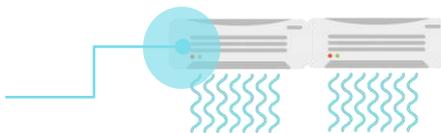
Drying drum energy conservation and hot air recovery, on the other hand, reduced thermal energy consumption of

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 2020, Green Molding technology generated energy savings of 438 MWh, equivalent to 258 CO_{2e} metric tons. Total energy savings of 14,842 MWh between 2017 and 2020 are equivalent to 9,088 CO_{2e} metric tons.

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

Power Consumption Reduced By **15%**

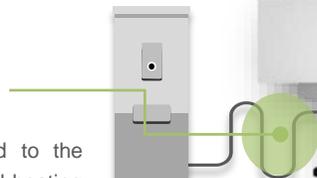


40% Reduction In Power Consumption

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

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

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



57% Reduction In Power Consumption

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

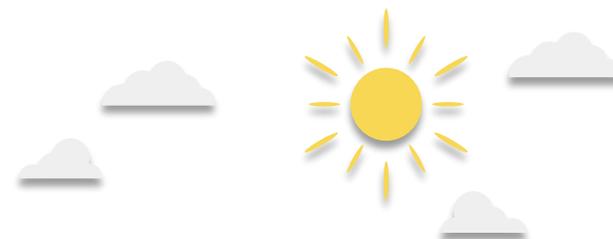


Water Resource Management

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

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 2020 amounted to 734.38 megaliters, which represents an increase by 94.05 megaliters (around 14.69%) compared to 2019. This increase

can mainly be attributed to revenue growth and a rising number of employees. Currently, only the production water can be recycled and reused, and the domestic water in the plant cannot be recycled. Water intensity (water withdrawal (megaliters) / revenue (million USD)) was 0.78, a decrease of 3.85% from 0.81 in 2019. In terms of drainage and water consumption, the total drainage volume in 2020 was 465.58 megaliters, and the total water consumption was 268.80 megaliters.



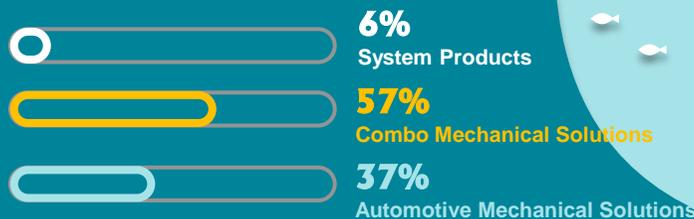
The Total Recycled Water in 2020

174,54 megaliters

The Water Recovery Rate Has Exceeded **90%**
For Three Consecutive Years

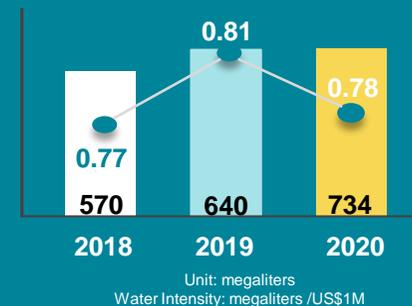
Proportion Of Water Used In Different Product Line

2020 Water Withdrawal 734.38 megaliters



2020 Water Intensity Compared
to 2019 Down **3.7%**

Getac Total Water Withdrawal And Water Intensity Trend





Maximize The Use Of Water Resources With High Recycle Rates

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 2020, the total quantity of reclaimed water reached 17,454 million liters. Reclaimed water accounted for around 96% of the total water consumption, which is equivalent to 6,982 standard swimming pools.

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.

Unit : megaliters

	Taiwan	Kunshan	Changshu	Vietnam	Total
Withdraw	16.22	338.61	161.23	218.31	734.38
	Feitsui Reservoir	Kuilei Lake, Dianshan Lake	Shanghu Lake	Groundwater	
Consumption	3.24	144.27	32.25	89.03	268.80
Discharge	12.98	194.34	128.99	129.28	465.58
	Tamsui River Basin	Soochow Creek Basin	Baimao Pond Basin	Taiping River Basin	



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 465.58 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.



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 2020.	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 2020.	Low Risk

Promote Water Resources Recycling

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.

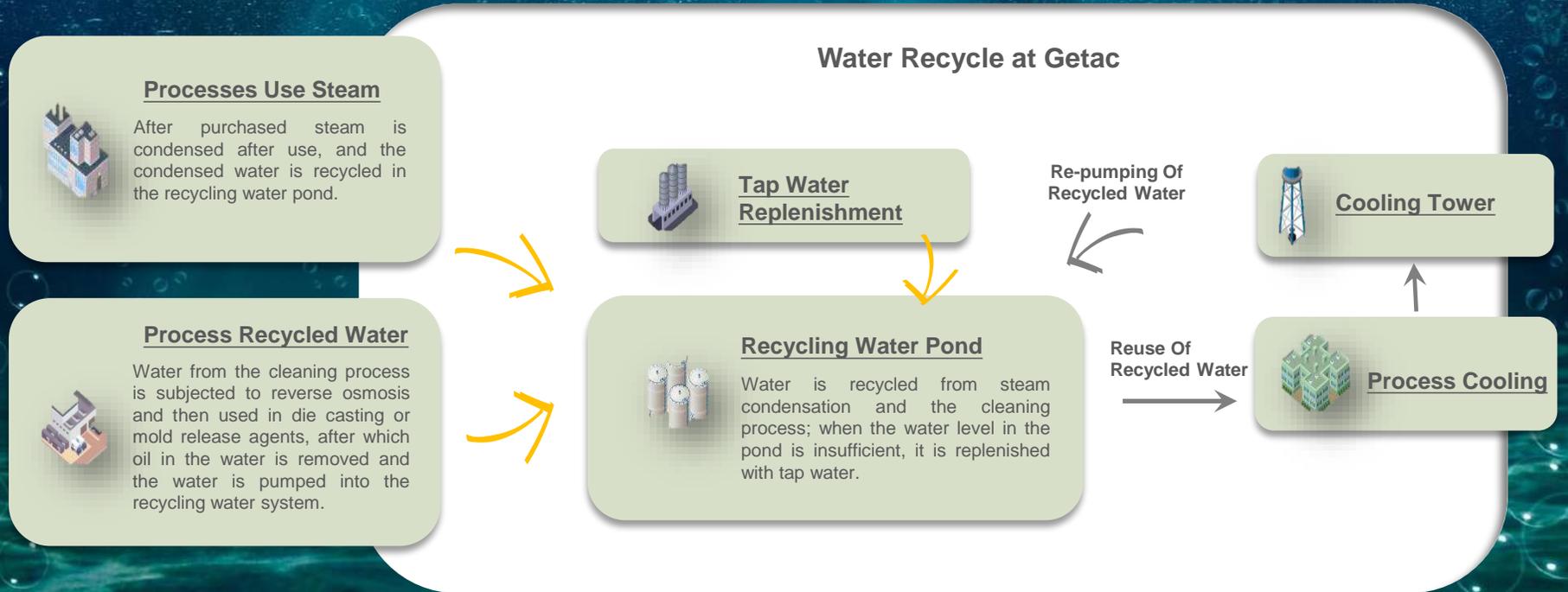
96%
2020 Water Recycle Rate

In 2020, Getac Total Amount Of Water Recycled
17,454 megaliters Approximately

6,982

standard swimming pools of water

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





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. Use of water in the manufacturing process :** The plastic injection process of the combo mechanical solution cools the mold temperature with water, and the automobile mechanical parts clean the powder dust and oil stains produced by the metal parts in the die-casting process, and the process wastewater such as mold release water and cutting fluid are discharged through the plant with initial treatment before being discharged to the outside of the organization, then further processed by the municipal sewage treatment plants or qualified operators.
- 2. Discharge in compliance with regulations:** Industrial wastewater and domestic wastewater meet the national discharge standards before the discharge is allowed. The runoff caused by rainfall is collected by the rainwater sewage system of the plant and sent to the municipal pumping station or sewage treatment plant for treatment without affecting the natural ecology. Sewerage wastewater is treated by the municipal sewage treatment plants or qualified sewage treatment operators to remove harmful substances and then lawfully discharged into water bodies. A total of 456.6 megaliters was discharged in 2020.
- 3. Regular inspection :** Each Getac plant entrusts sewage treatment companies with qualified certificates issued by the government to treat waste water, and

regularly monitor the discharge water quality inspection: Internal personnel of the Vietnam Plant conduct daily pH testing and management of wastewater ponds. Third-party divisions are commissioned once every quarter to test the wastewater from wastewater outlets. Test items included pH value, chemical oxygen demand (COD), biochemical oxygen demand (BOD), suspended solids, and other items required by law. The Kunshan and Changshu plants are inspected once a year. Since the automotive mechanical part plant uses cutting fluid, petroleum is also tested every month. Adopted testing standards conform to local laws and regulations. Our plants in China comply with the Integrated Wastewater Discharge Standards promulgated by the PRC State Environmental Protection Administration.(The pH value ranged from 6-9; Chemical oxygen demand (COD) was below 500 mg/L; Biological Oxygen Demand (BOD) was below 400 mg/L; Suspended Solids (SS) were below 400 mg/L). The Vietnam Plant has adopted relevant standards prescribed in "National Technical Regulation on Industrial Wastewater" as its testing standards (The pH value ranged from 5.5-9; Chemical oxygen demand (COD) was below <150 mg/L; Biological Oxygen Demand (BOD) was below 50 mg/L; Suspended Solids (SS) were below 100 mg/L).No fines were imposed for failure to conform to water quality testing standards in 2020.

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



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 operator 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.

Getac encourages employees to practice waste reduction in their everyday life. At Getac sites, we not only practice resource sorting but also encourage employees to use eco-friendly mugs, chopsticks and bags. No paper cups are provided during meetings as well to reduce the amount of waste. Paperless processing of expense claims was introduced at the Getac’s Nangang headquarters in 2020. The integration of internal systems to reduce the amount of paper and printer consumables used prevented waste and cut A4 print paper consumption by around 25,000 sheets a year.

General Industrial Waste 4,584.0 Metric Tons



*waste metal includes waste iron, waste stainless steel, waste copper and other metals

Unit : Metric Tons

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 2020..

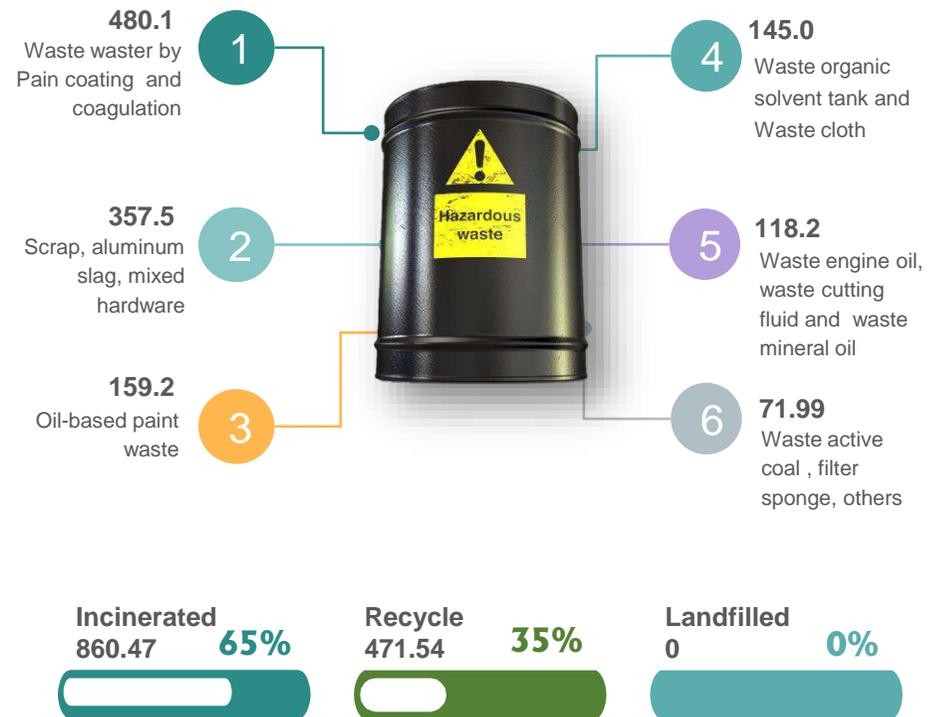
Management Of Serious Pollutants And Waste

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.

Hazardous Waste 1,332.0 Metric Tons

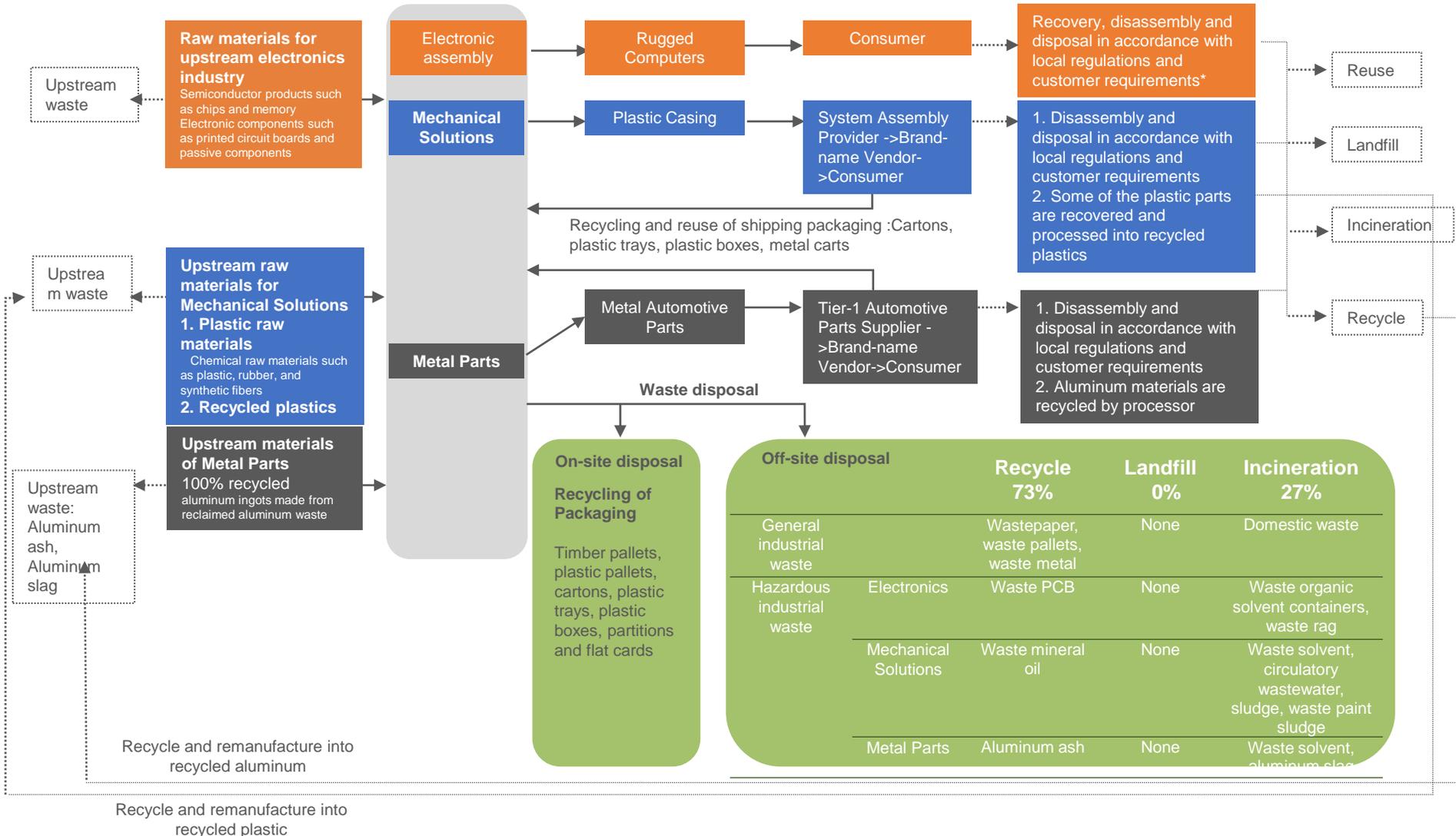


Unit : Metric Tons



Getac Waste value chain

→ direct impact indirect impact





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 2020, 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.

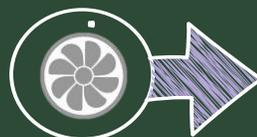
Due to different processes of each plant, the air pollutants produced are different. Adjustments were made to the electronics production line in 2020 so the measurements were not applicable. Once the competent authority has been notified, the production line will be inspected once the adjustments are complete.

Getac Plant Waste Gas Emission Procedure



Process Waste Gas Output

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



Filtration Within The Plant

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



Test And Report

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



Emission



Due to the sandblasting and spray coating processes, the emissions of plastic mechanical products are mainly particulates and organic compounds, with a total of 3.14 metric tons of nitrogen oxides (NOx), 0.50 metric tons volatile organic compounds (VOC) and 1.27 metric tons hazardous air pollutants (HAPs), as well as a trace amount of 1.90 metric tons 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 5.00 metric tons of nitrogen oxides (NOx), 2.27 metric tons of sulfur oxides (SOx), and a small amount of 0.17 metric tons of volatile organic compounds are 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 2020, all production bases were not involved in violation cases stemming from illegal emissions or leakage.

Getac Plant Waste Gas Emission in 2020

	Combo Mechanical Solutions	Automotive Mechanical Solutions (GCS Only)
Sulfur Oxides (SOx)	n.a.	2.27
Nitrogen Oxides (NOx)	3.14.	5.00
Volatile Organic Compounds (VOC)	0.50	0.17
Particulate Matter (PM)	0.05	n.a
Non-methane total hydrocarbon (NmHc)	2.19	n.a
Hazardous Air Pollutants(HAPs)	1.27	n.a

Unit: metric ton

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.

Support for Blue Sky Plan

Introduction of VOC Guidelines by Getac

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

An inventory of all processes and materials established that the industrial protective coatings, ink, adhesives, and cleaning agents used by Getac and general organizations were all required for compliance with VOC. Upstream supply chain should be investigated using this standard and suppliers informed about the standard as well.

To fully respond to and comply with the VOC standards related to the Blue Sky plan, Getac carried out a series of investigations and internal SOP amendments in July, 2020.

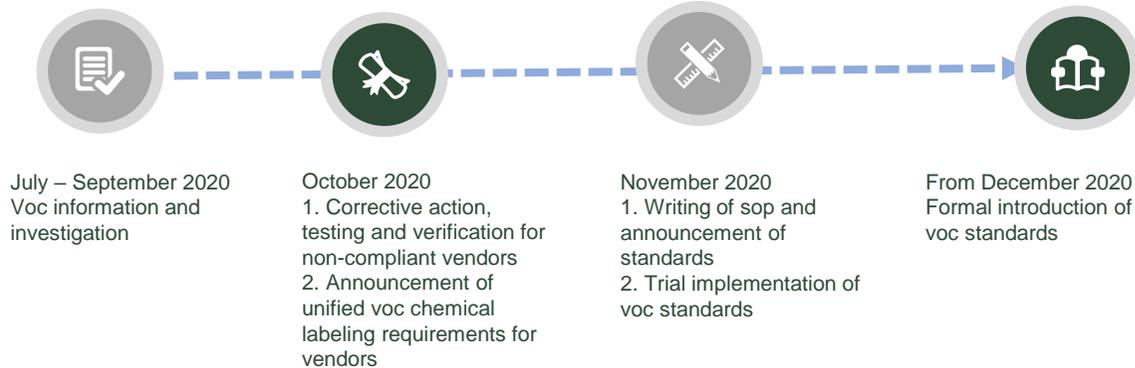
The electronic manufacturing industry involves many suppliers. For the sake of effective management, Getac requires material suppliers of coatings/oil/ink/adhesive/cleaning agents produced in China to sign a declaration of conformity on VOCs. They must also state the relevant VOC compliance requirements on the external packaging or in the specifications of the VOC chemicals Mechanical Solutions is an OEM business so once all materials

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

The processes and materials of Automotive Parts do not fall under the industries regulated by the Blue Sky Plan so regular air pollution testing is conducted in accordance with local emissions regulations to ensure compliance with emissions standards.

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

Timetable for Introduction of VOC Standards at Getac



VOC Standards

	System Products	Combo Mechanical Solutions
Limits Of Harmful Substances Of Woodenware Coatings		
Limit Of Harmful Substances Of Architectural Wall Coatings		
Limits Of Harmful Substances Of Vehicle Coatings		
Limit Of Harmful Substances Of Industrial Protective Coatings	V	V
Limits Of Volatile Organic Compounds Content In Adhesive	V	V
Limits Of Harmful Substances Of Interior Floor Coatings		
Limits Of Volatile Organic Compounds (Vocs) In Printing Ink	V	V
Limit Standard For Volatile Organic Compounds Content In Cleaning Agents	V	V



Getac

5 Friendly Workplace

5.1 Happy Enterprise

5.2 High-performance Team

5.3 Safe Workplace



5.1 Happy Enterprise

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

The COVID-19 pandemic made the protection of employee health the top priority of Getac in 2020. A global command center was swiftly established to rigorously enforce new epidemic prevention procedures. The Getac Live Studio online live stream platform was also launched. Innovative use of the platform helped keep employees up to date on the company's epidemic policy and take part in important meetings. The hosting of fun online activities and two-way interactions with

employees helped look after the physical and mental well-being of employees working from home or in quarantine.

COVID-19 prevented the hosting of large events but online or small gatherings were organized where possible for employees to socialize and relax. The Taiwan Table Tennis Tournament, Kunshan Fun Challenge and Vietnam Winter Football Cup were held in 2020. The events were strongly supported by employees and strict epidemic measures were taken. Employees were therefore encouraged to exercise and maintain their work-life balance amidst the pandemic.

A variety of sporting clubs and fun activities were organized to make sports a part of our corporate culture. Employees' families were also encouraged to take part in the challenges for fun and relaxation. Getac took

substantive action to look after our employees and promote a positive feedback cycle of health. In addition, with best employer awards from around the world and certification as a Healthy Workplace by the Ministry of Health and Welfare, Getac was also recognized as a sports enterprise by the MOE Sports Administration in 2020. Getac is actively building a safe, healthy, happy and vibrant workplace. We hope that every employee finds a healthy balance between work and life through their contributions.



The Best Horror Award→

2020 Getac North America
Online Halloween Competition

← The Best Style Award

SHOW US YOUR HEROES!

#SheShowsTheWay

| Promotion of Gender Equal Workplace

Inviting More Outstanding Professional Women to Share Their Workplace Stories

Encouraging More Women to Fulfill their Potential in the Workplace

To create a diverse and inclusive workplace in a traditionally male-dominated tech industry, Getac encourages women to pursue their career goals, unleash their talents and make a difference.

We also realized that for many professional women, beyond equal pay and benefits, they also need role models to overcome the intangible constraints they face

at work. Outstanding women are often forced to make important career choices on their own due to an entirely different set of pressures and expectations from men, yet have no role models to draw upon from their own life experience.

We believe that more women can be inspired to break down the barriers and reach new heights if we can provide them with more success stories. The #SheShowsTheWay event was therefore held for 2020 International Women's Day to share the growth experiences of Getac employees. We hoped that their stories will encourage more female employees and women interested in the tech industry to follow their dream.





Children And Pregnancy Friendly

Building a Parent-friendly Workplace

Families form the bedrock of everyone employee's professional aspirations and are a part of Getac too. Getac sites around the world host a variety of events every year such as movie appreciation, company holidays, and family days. Employees are invited to bring their families and even children through activities and prizes designed for families.

We also offer flexible work hours, welfare committee-approved childcare bodies, and access to group insurance for family members as part of our push to create a family-friendly workplace.



Supporting parents-to-be and encouraging use of breast milk

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

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

Getac has formulated the Regulations for Implementing Unpaid Parental Leave for Raising Children based on the Act of Gender Equality in Employment. These regulations state that employees with at least one year of work experience at Getac can apply for a maximum of two years of unpaid parental leave before the child reaches the age of three. After the completion of the unpaid parental leave, Getac will arrange for them to be reinstated. In 2020, the reinstatement rate of employees at Getac's Taiwan headquarters who applied for parental leave was 50%, 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.



Activating the Plan for Health To Embrace a brilliant Life!

| Certification of Healthy Workplace & Sports Enterprise

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 2020, in addition to the healthy workplace certification awarded by the Health Promotion Administration of the Ministry of Health and Welfare, it has also been awarded the Sports Enterprise Certification by the Sports Administration of the Ministry of Education.

Getac has developed a complete health strategy to build a healthy workplace culture involving data monitoring (regular health exams to obtain an accurate picture of employee health), follow-up education (improve health awareness among employees), cultivation of the sports (promoting the habit of exercise)

and cultivating a sense of accomplishment (participation in internal and external sporting competitions to build a sense of accomplishment in sports). At Getac, employees are encouraged to “embrace the challenge.” Healthy bodies are essential to embracing an even more exciting life!

| Annual Health Check & Seminar

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. Employee health and habits can't be changed overnight. Health exams and analysis are used by Getac to monitor the most important health topics for employees so improvements can be made. Through positive reinforcement and the creation of a sports-friendly atmosphere, we help employees become more aware of their own health and listen to their body's warnings.

Getac health promotion seminars concentrated on healthy diets and daily exercises in 2020. The “Get Slim and Healthy with JZ Fitness” program offered in partnership with outside instructors showed employees the connection between strength-building and physical function. As most health issues in people today are related to chronic illness, health promotion was integrated with work and play by Getac to improve our employees' way of life.



Group photo of runners participating in the marathon



Vibrant Culture Of Sports Clubs

To help employees to get in the habit of exercising, Chairman James Hwang encourages all top executives to lead by example. This includes joining sports clubs and form teams with employees for internal competitions. Getac is also very flexible on how clubs can be started to boost employee interest in exercising. Clubs are also subsidized to make finding like-minded people to exercise with even easier. The diverse sports club formats we offer mean that Getac employees can choose from up to twenty different sports. These include the long-distance running club focusing on willpower, the badminton, basketball and dance clubs for building team spirit, and yoga classes for strength and flexibility. Other activities include running to build up strength and



Group photo of MPT Kunshan Dance Club

determination or the camping and hiking clubs suitable for the whole family.

At the same time, club activities receive generous subsidies from Getac to encourage employee participation. Applications can be filed by any club that promoted physical and mental well-being. Employees that take part in regional competitions are presented with cash rewards as encouragement as well.

Our vibrant club culture has led to the formation of a unique sporting culture at each site. Key competitions have become annual highlights for employees. Examples include the table tennis tournament in Taiwan, and the winter soccer league in Vietnam. Marathon running is popular at Chinese sites and they participate



Group photo of the winning teams of Vietnam Winter Football Cup

in all the major road run events. Kunshan's dance club in particular has won many competitions and is often on tour. Participation in the sports not only see employees challenge each other for fun and relaxation. The process also builds up team spirit and rapport.

Soothing Massage Services

Taipei Headquarters has hired professional resident masseurs to provide free stress-relieving massages by appointment. In 2020, the total service time of the masseurs reached 1,664 hours.

“

Employees are our most important partner and the core driving force of progress at Getac. Sports and exercise do more than just reduce stress. Constructive cooperation and competition build rapport and cohesion while helping teams think outside of the box. ”

”





Compensation and Welfare

Employee Compensation

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

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

In 2020, the total salary of the Company's non-management job positions was NT\$921,367,000, and the average salary of employees was NT\$1,586,000, the median was NT\$1,373,000.

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 609 employees hired in Taiwan (including Taiwanese and foreign employees) with a total of 604 full-time non-management employees.

Average Salary By Gender In 2020

	Taiwan		China Kunshan		China Changshu		Vietnam	
	M	F	M	F	M	F	M	F
Direct employees	1	1.10	1	1.03	1	0.89	1	1.00
Indirect Employees (Excl. managers)	1	0.80	1	0.86	1	0.83	1	1.01
Managerial employees	1	0.93	1	1.04	1	0.92	1	1.08

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 2020

	Male	Female
Taiwan	1	1.05
China (GTK/GCS/MPTK/MPTZ)	1	1
Vietnam (GVL/MPTV)	1.22	1.22

Basis of calculation:

Legal basis of standard salaries in different regions: Labor Standards Act (Taiwan), Provisions on Minimum Wages (China), and the basic wage announced by the National Wage Council (Vietnam).

Entry-level salaries are compared on the basis of the standard wages in Taiwan, China, and Vietnam.

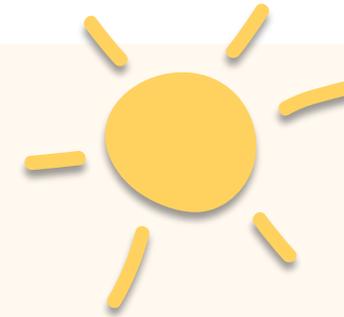
The basis for comparison is local standard wage (1).



Welfare System

In addition to providing social, health insurance, and leave systems, as well as allowances and other basic measures provided according to different job positions, Getac 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 2020, the original maximum employee travel subsidy was NT\$25,000, but due to the epidemic, domestic and foreign employee travel was suspended, and the epidemic prevention fund was issued NT\$5,000, the remaining amount will be extended to the next year.

- 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



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%

Employee Retention

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

employee, including new appointments, formal appointments, transfers, and promotions in the company.

When an employee submits a resignation application, the reason for leaving will be concerned, and strive for dissuasion from leaving to reduce the turnover rate. In 2020, due to the impact of the epidemic, the staff turnover rate of the Kunshan and Changshu factories in China has undergone major changes. The impact of the epidemic in the Taiwan headquarters is minor, and the staff turnover rate is relatively stable. The annual new employment rate in 2020 was 15.83%, and the annual turnover rate was 9.14%. For related data, please refer to the report 7.3 report related data disclosure table 9, 10.



A Group Photo Of The 2020 Seniority Award Winners With Chairman James Hwang



Diverse And Equal Working Environment



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.

| 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.



| 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 81.47% of Getac employees are currently covered by collective agreements.

| 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 2020, 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



5.2 High-performance Team

| 5C1L Corporate Culture

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

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."

| Global Manpower Deployment

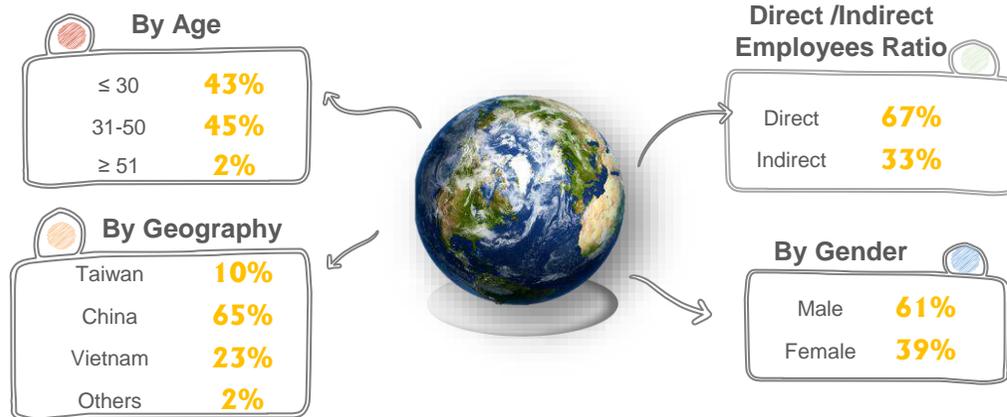
Our goal is to become a happy enterprise that provides a safe workplace for our employees. We are committed to building a transparent and open corporate culture that emphasizes mutual trust and communication, and that provides competitive salaries and benefits, complete education and training, and a 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 2020, Getac Technology's global employees totaled 10,489 people (including all merged companies), a

decrease of 14.75% 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 108 persons, which is not a significant proportion compared with the total number of employees.





Talent Cultivation

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

In the field of professional competence training, the Company organized a total of 177 technology, project management, and legal compliance related forums and lectures in 2020.

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.



In the field of expression and communication skills and the ability to solve complex problems. A total of 5 such courses were organized in 2020. 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 2020, we not only familiarized our employees with basic legal concepts but also offered courses on the EU "General Data Protection Regulation (GDPR)", anti-corruption, and human rights to give our employees a full understanding

of relevant laws and regulations and ensure that they understand and abide by related codes of conduct and universal values. We also require security companies to provide human rights training for their personnel.

In 2020, Getac Technology Corp. employees received an average of 75.26 hours of education and training. Direct employees were trained for 82.36 hours, and indirect employees were trained for 61.28 hours without significant changes compared with that of in 2019.

For the managerial employees, due to the impact of the epidemic, no large-scale executive consensus activities was held in 2020, and the average training hours are 51.54 hours, which is 12.03 hours less than in 2019.

2020 Global Employee Average Training Hours

	Total	75.26
By Gender	Male	74.81
	Female	75.94
By Employee Type	Direct Employees	82.36
	Indirect Employees	61.28
	Management	51.54



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.

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.



Getac Live Studio Goes Live!



Physical interactions became impractical due to the threat of COVID-19, but through interactive online live streams, we can actually connect with each other more frequently than before the pandemic.

The need for communication of information during the COVID-19 epidemic saw Getac's Organization Development Center consolidate regional multimedia resources with the e-learning system to launch Getac Live Studio. The dynamic format for employee interaction looks at the most popular topics and shares the latest information with all Getac employees worldwide. Online prize quiz and Q&A activities are also held to encourage employees to leave messages for each other and make new suggestions.

The live stream platform can be used by employees to view the latest COVID-19 updates and protect their health by complying with the company's epidemic prevention policy. The platform also helped with internal communications during COVID-19 by serving as an

important channel for company announcements and meetings. For new product releases and updates on new technologies, the platform's trans-regional nature improved efficiency as Getac employees around the world can all engage in real-time interaction and discussion together.

Like other online learning resources, the course content of live streams can be replayed in any time and place. The teaching materials can also be added to the database. Physical classrooms have now evolved into online libraries that can be searched at any time.

In addition to conveying the latest company messages, live streams also help connect employees working from home or under home-quarantine. People can celebrate special holidays and solve problems together. COVID-19 may force us to maintain our physical distance but we can still continue to support each other through these difficulties.



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 2020, the percentage of performance appraisal of all employees was 93.17%. 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+
**2020 Percentage Of Employees
Subjected To Performance
Appraisal**

	Total	93.17%
By Gender	Male	92.67%
	Female	93.94%
By Employee Type	Direct Employees	92.35%
	Indirect Employees	94.95%
	Management	99.26%

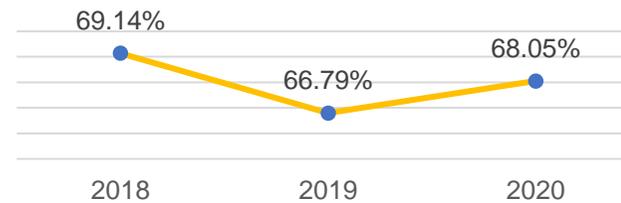


Equal Job And Promotion Opportunities

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.

Getac's main production and operating bases are located in Taiwan, China, and Vietnam. In 2020, the overall human resources of the global organization have been adjusted, and the local supervisor hiring ratio is 68.05%, an increase of 1.26 percentage points from the previous year. The local management level in Taiwan is close to 100%, and the local management level in China is about 50%. Because of the lack of educational resources for science and engineering research in Vietnam, it is difficult to recruit the required talents. At present, the management is still dominated by Taiwanese and Chinese cadres. In the future, with the improvement of the overall educational environment and the cultivation of corporate talents, we hope to continue to expand employment Excellent local talents.

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).



5.3 Safe Workplace

All Sites has passed the occupational safety and health management system

It is the responsibility of the company to provide a safe working environment, 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.



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.

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 Management Environment Risk

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

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

* LECD risk assessment methods – 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 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.



**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



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Disabling Injuries

Getac Technology Corp. did not have any cases of occupational fatalities or occupational illnesses in 2020, there were 27 cases of disability, all were male employees. The recorded occupational injury rate was 0.248 (calculated per 200,000 working hours), which is lower than the occupational injury rate 0.402 of previous year.

Lost day rate due to injuries was 5.803(per 200,000 hours of work) , lower than 18.476 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 2020.



Gender	All			Taiwan		China		Vietnam	
	All	M	F	M	F	M	F	M	F
No. of Disabling Injuries	27	26	1	0	0	14	-	12	1
Rate of recordable work-related injuries	0.248	0.388	0.024	-	-	0.278	-	0.984	0.104
Rate of high-consequence work-related injuries (excluding fatalities)	-	-	-	-	-	-	-	-	-
Lost day rate (LDR)	5.803	9.263	0.263	-	-	9.904	-	10.008	1.148

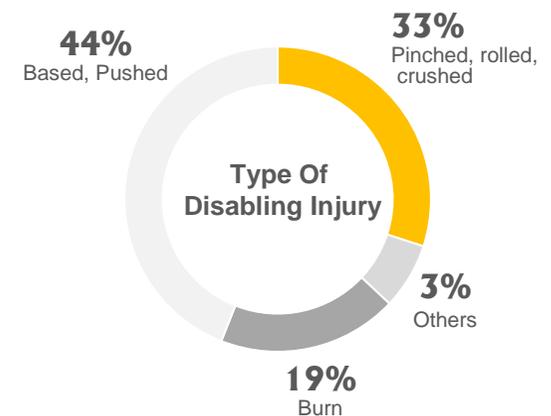
Calculation Description :

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.



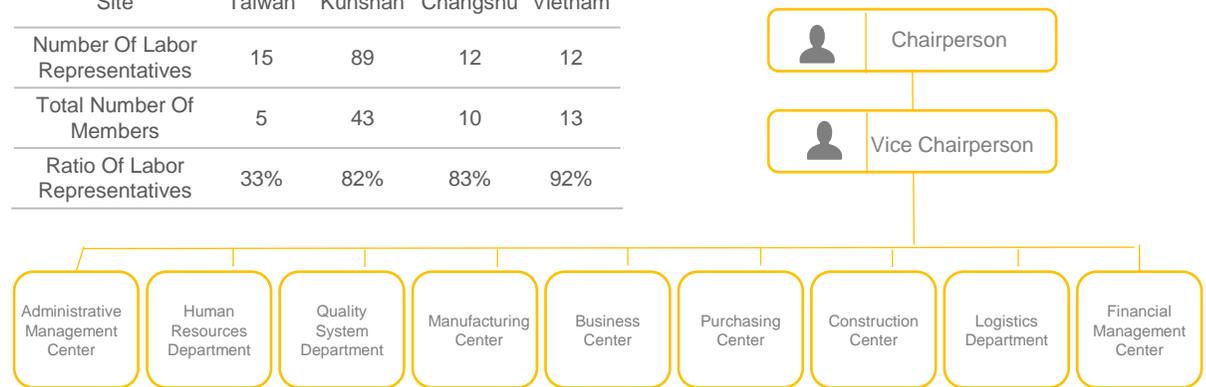
Safety Production Committee

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	15	89	12	12
Total Number Of Members	5	43	10	13
Ratio Of Labor Representatives	33%	82%	83%	92%

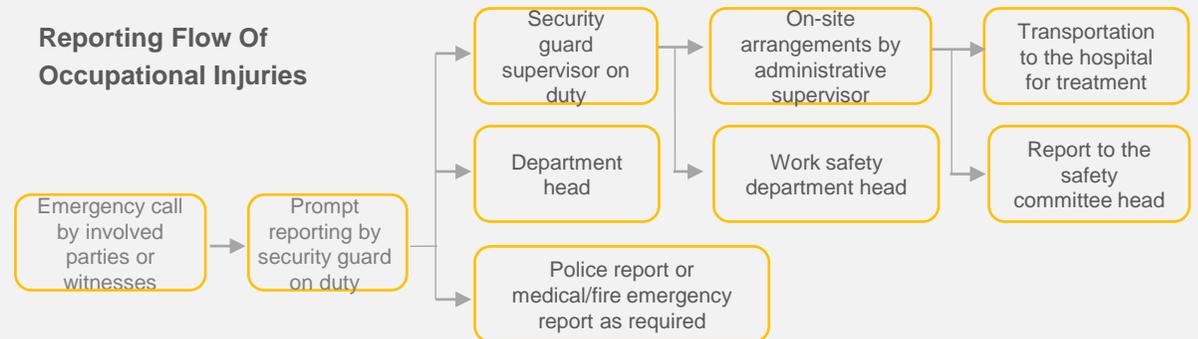
Safety Production Committee Organizational Structure



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.

Reporting Flow Of Occupational Injuries





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 2020.

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 2020, 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.



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



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 2020, total expenditures amounted to NT\$ 0.90 million.

In 2020, 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. We also invite customers to respond to the non-profit organization Save The Children epidemic assistance project to help children in need around the world to maintain physical and mental health, prevent infection,

and continue schooling during the epidemic.

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.

“Dreams Come True” Program

- Tzu Chi University – Grants for financially challenged students (quota of 3) in northern Thailand
- Nantou County Dacheng National High School, Puli Township, Nantou County- Grants for financially challenged students (quota of 1)
- 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

Compassionate sharing

- Support for the “Food for Love” Program- Andrew Charity Association



Rural education

- Support the development of the “Mennonite Christian Mennonite Hualien Liming Correctional Home” in Hualien, and provide assistance to the mentally handicapped and family life.
- Blind Education Concerns Association of Taipei – Support for organizational development and provision of educational assistance for visually impaired children and their families
- Hannah House in Taitung County-Supporting the development of conference affairs and children’s living allowances.
- Taiwan Hope in Love Children Care Association-Supports the development of organization and subsidies for children.

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, and it has entered the 18th edition, 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.

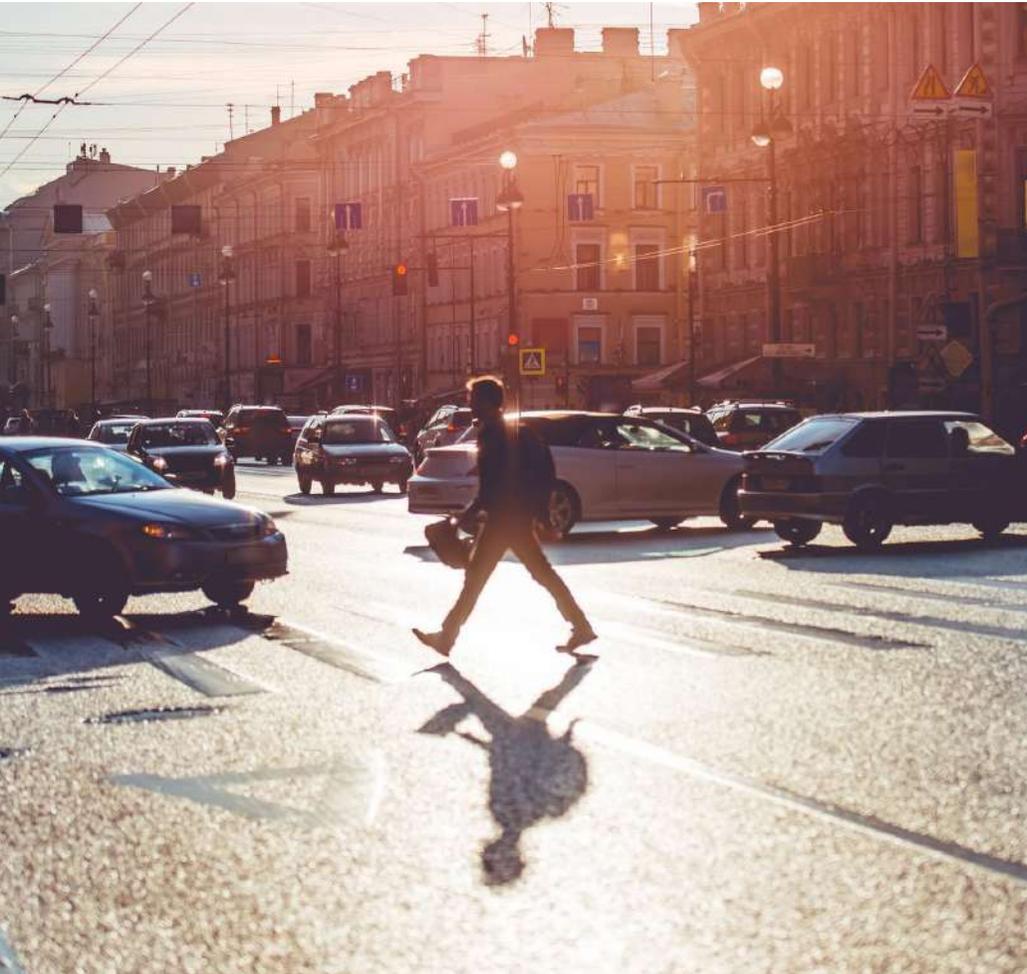
In 2020, the epidemic has completely rewritten the way of human life. In order to reduce the impact of operations, many businesses and businesses have resorted to digital technology to promote the digitization of industries, such as remote office, catering delivery, e-commerce industry, audio-visual platforms, health and epidemic prevention products, etc. . This wave of epidemic is a crisis but also a turning point for the industry.

Therefore, the 18th "Y.S. Award" uses "post-epidemic rebirth" as the theme of the competition. With changes in the global industrial supply chain and cross-border trade structure, technological innovation and services will need to rethink how to apply and design to solve human social problems, whether it is In terms of living technology, life technology or ecological environment technology, it gathers talents in the fields of software applications, industrial design, and audio-visual media to build cross-domain cooperation, cross-border thinking and innovation capabilities. Explore the respective values and positioning of humans and machines together, and open up various possibilities for innovative design and digital creation.

18th Y.S. AWARD 育秀盃創意獎



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	Management Role
Taiwan Electrical And Electronic Manufacturers' Association	Class One Membership	Director
Taiwan Monte Jade Science And Technology Association	Corporate Member	
SINOCON Industrial Standards Foundation	Corporate Member	
The Allied Association For Science Park Industries	Corporate Member	
Kunshan Tongbao Association	Corporate Member	
Kunshan Economic And Technological Development Zone Association Of Work Safety And Environmental Protection	Corporate Member	
Vietnam Taiwan Chamber of Commerce Federation Bac Ninh Branch	Corporate Member	
Kunshan Comprehensive Free Trade Zone Union	Corporate Member	
Diecasting Industry Technology Service Alliance	Corporate Member	



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

| 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, 2020 and December 31, 2020, and contains one additional production site (added Getac Xizhi), 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, Getac Xizhi), 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 108 of the 2020 Annual Report.

| Report Assurance

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

approved by the committee chairperson (chairperson of the board of directors).

SGS Taiwan was commissioned to verify the content of this Report, and confirmed that this Report is in accordance with the core options of the GRI Standards framework and AA1000 Type 1 moderate-level assurance. SGS's Report Assurance Statement is provided on page 130 of this report.



| CSR Contact Information

We sincerely welcome any suggestions regarding this Report.

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| Report Issuance

Reporting Period : January 1, 2020 to December 31, 2020.

Getac CSR Report will be published on a yearly basis.

Current issue: Published in June, 2021

Previous issue: Published in June , 2020

Next issue: Schedule to publish in June, 2022

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



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Scan To Download This Report



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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	
CH ₄	CH ₄	28	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.
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	0.0000336 KgN ₂ O/M ³		Greenhouse Gas Protocol Cross Sector Tool 0.84kg/Dm ³
Diesel Oil	Stationary Combustion	0.043 GJ/KG	2.676492 KgCO ₂ /L	0.0003612 KgCH ₄ /L	0.00021672 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		Density of Natural Gas : 0.7kg/Dm ³
Refrigerant	Fugitive Emission					1.00000000	Density of Mobile Gasoline: 0.74kg/Dm ³



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	0.6829 KgCO ₂ e/KWh	n.a.	n.a.		2019 Jiangsu Province, China ,the direct reporting system for greenhouse gas emissions of key enterprises
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		Emission Factors equals IPCC coefficient x Heating Value Heating values of fuels reference General Principles for Calculation of the Comprehensive Energy Consumption(GB/T2589-2008). Density of Diesel Oil: 0.84kg/dm ³ 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	來源
Electricity	Stationary Combustion	Scope 2	860Kcal/KWh	0.509	n.a.	n.a.	The electricity emission factor was announced by Bureau of Energy, Ministry of Economic Affairs. 20200720
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 Xizhi	Getac Kunshan	MPT Kunshan	MPT Suzhou	Getac Changshu	Getac Vietnam	MPT Vietnam
Energy	Total Energy Consumption	GJ	8,570.55	876.15	22,699.39	264,707.53	153,785.59	152,628.58	157,102.90	101,872.91
	Scope 1	Metric tons of CO _{2e}	18.78	-	189.35	698.18	562.34	5,910.79	2,768.55	733.30
Emission	Scope 2	Metric tons of CO _{2e}	1,174.95	123.88	4,142.76	38,564.54	22,863.48	9,360.17	16,911.36	20,292.12
	Total Greenhouse Gas Emissions	Metric tons of CO _{2e}	1,193.74	123.88	4,332.11	39,262.72	23,425.82	15,270.96	19,679.91	21,025.43
Water	Water Withdraw	Megaliter	14.22	2.00	31.34	202.80	104.48	161.23	103.54	114.77
	Water Discharge	Megaliter	11.37	1.60	25.07	92.66	76.61	128.99	82.83	46.45
	Water Consumption	Megaliter	2.84	0.40	6.27	110.14	27.87	32.25	20.71	68.32
Waste	Weight	Metric tons	32.16	15.86	1,773.34		415.53	484.21	698.51	2,496.36

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

Content	Getac HQ (Includes Getac Linkou)	Getac Xizhi	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	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	0	0	0	0
No. of work-related injuries	0	0	1	6	4	3	7	5
No. of work-related ill health	0	0	0	0	0	0	0	0
Rate of fatalities as a result of work-related injury	-	-	-	-	-	-	-	-
Rate of high-consequence work-related injuries	-	-	-	-	-	-	-	-
Rate of work-related injuries	0.000	0.000	0.099	0.153	0.170	0.387	1.327	0.318
Rate of work-related ill health	-	-	-	-	-	-	-	-

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 2020	17	8
	Number of employees that actually applied for unpaid parental leave in 2020	0	4
	Number of employees expected to be reinstated from unpaid parental leave in 2020	0	2
	Number of employees actually reinstated from unpaid parental leave in 2020	0	1
	Number of employees reinstated after taking a parental leave in 2019	0	1
	Number of employees that worked for one year after reinstatement in 2019	0	1
	Reinstatement rate	-	50%
	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 2020 = the number of employees who applied for maternity and paternity leave in the past three years (2018-2020).
- Reinstatement rate=(No. of employees reinstated in 2020 / Expected no. of employees to be reinstated in 2020)x100%
- Retention rate=No. of employees that worked for one year after reinstatement in 2019 / No. of employees reinstated after taking unpaid parental leave in 2019)x100%



Table 9 : Getac Employment Rate in 2020 — By Gender & Age

	Taiwan	China	Vietnam	Total
Male	17.66% (80)	205.37% (8,299)	122.86% (1,650)	171.82% (10,089)
Female	18.85% (36)	183.86% (4,683)	111.47% (1,244)	187.00% (5,963)
≤30	46.58% (34)	259.84% (6,891)	133.76% (2,088)	210.29% (9,013)
31-50	31.40% (78)	158.87% (6,007)	89.33% (804)	132.92% (6,889)
≥ 51	5.80% (4)	54.19% (84)	25.00% (2)	38.79% (90)
All	18.01% (116)	197.06% (6,066)	117.69% (2,894)	165.02% (15,992)

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 2020 — By Gender & Age

	Taiwan	China	Vietnam	Total
Male	11.92% (54)	253.58% (10,247)	103.28% (1,387)	200.24% (11,688)
Female	13.09% (25)	186.30% (4,745)	81.27% (907)	147.30% (5,677)
≤ 30	15.07% (11)	303.88% (8,059)	103.33% (1,613)	225.92% (9,683)
31-50	12.95% (65)	181.62% (6,867)	75.44% (679)	146.85% (7,611)
≥ 51	4.35% (3)	42.58% (66)	25.00% (2)	30.60% (71)
All	12.27% (79)	227.57% (14,992)	93.29% (2,294)	179.19% (17,365)

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

SGS TAIWAN LTD.'S REPORT ON SUSTAINABILITY ACTIVITIES IN THE GETAC TECHNOLOGY CORPORATION'S CORPORATE SOCIAL RESPONSIBILITY REPORT FOR 2020

NATURE AND SCOPE OF THE ASSURANCE/VERIFICATION
SGS Taiwan Ltd. (hereinafter referred to as SGS) was commissioned by GETAC TECHNOLOGY CORPORATION (hereinafter referred to as GETAC) to conduct an independent assurance of the Corporate Social Responsibility Report for 2020 (hereinafter referred to as the Report). The scope of the assurance, based on the SGS Sustainability Report Assurance methodology, included the sampled text, and data in accompanying tables, contained in the report presented during on-site verification from 2021/3/2 to 2021/4/19. SGS reserves the right to update the assurance statement from time to time depending on the level of report content discrepancy of the published version from the agreed standards requirements.

INTENDED USERS OF THIS ASSURANCE STATEMENT
This Assurance Statement is provided with the intention of informing all GETAC's stakeholders.

RESPONSIBILITIES
The information in the GETAC's CSR Report of 2020 and its presentation are the responsibility of the directors or governing body (as applicable) and management of GETAC. SGS has not been involved in the preparation of any of the material included in the Report.

Our responsibility is to express an opinion on the report content within the scope of verification with the intention to inform all GETAC's stakeholders.

ASSURANCE STANDARDS, TYPE AND LEVEL OF ASSURANCE
The SGS ESG & Sustainability Report Assurance protocols used to conduct assurance are based upon internationally recognized assurance guidance, including the Principles contained within the Global Reporting Initiative Sustainability Reporting Standards (GRI Standards) 101: Foundation 2016 for report quality, and the guidance on levels of assurance contained within the AA1000 series of standards and guidance for Assurance Providers.

The assurance of this report has been conducted according to the following Assurance Standards:

Assurance Standard Options	Level of Assurance
A SGS ESG & SRA Assurance Protocols (based on GRI Principles and guidance in AA1000)	n/a
B AA1000ASV3 Type 1 (AA1000AP Evaluation only)	Moderate

Assurance has been conducted at a moderate level of scrutiny.

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

Reporting Criteria Options

- GRI Standards (Core)
- AA1000 Accountability Principles (2018)

- AA1000 Assurance Standard v3 Type 1 evaluation of the report content and supporting management systems against the AA1000 Accountability Principles (2018) at a moderate level of scrutiny, and
- evaluation of the report against the requirements of Global Reporting Initiative Sustainability Reporting Standards (100, 200, 300 and 400 series) claimed in the GRI content index as material and in accordance with.

ASSURANCE METHODOLOGY
The assurance comprised a combination of pre-assurance research, interviews with relevant employees, superintendents, CSR committee members and the senior management in Taiwan, documentation and record review and validation with external bodies and/or stakeholders where relevant.

LIMITATIONS AND MITIGATION
Financial data drawn directly from independently audited financial accounts and Task Force on Climate-related Financial Disclosures (TCFD) has not been checked back to source as part of the assurance process.

STATEMENT OF INDEPENDENCE AND COMPETENCE
The SGS Group of companies is the world leader in inspection, testing and verification, operating in more than 140 countries and providing services including management systems and service certification, quality, environmental, social and ethical auditing and training, environmental social and sustainability report assurance. SGS affirm our independence from GETAC, being free from bias and conflicts of interest with the organization, its subsidiaries and stakeholders.

The assurance team was assembled based on their knowledge, experience and qualifications for this assignment, and comprised auditors registered with ISO 28000, ISO 26121, ISO 50001, SA8000, RBA, QMS, EMS, SMS, GPMS, CFP, YFPF, GHG Verification and GHG Validation Lead Auditors and experience on the SRA Assurance service providers.

FINDINGS AND CONCLUSIONS

VERIFICATION ASSURANCE OPINION
On the basis of the methodology described and the verification work performed, we are satisfied that the specified performance information included in the scope of assurance is accurate, reliable, has been fairly stated and has been prepared, in all material respects, in accordance with the reporting criteria.

We believe that the organization has chosen an appropriate level of assurance for this stage in their reporting.

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AA1000 ACCOUNTABILITY PRINCIPLES (2018) CONCLUSIONS, FINDINGS AND RECOMMENDATIONS

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

Materiality
GETAC has established effective processes for determining issues that are material to the business. Formal review has identified stakeholders and those issues that are material to each group and the report addresses these at an appropriate level to reflect their importance and priority to those stakeholders.

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

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

GLOBAL REPORTING INITIATIVE REPORTING STANDARDS CONCLUSIONS, FINDINGS AND RECOMMENDATIONS

The report, GETAC's CSR Report of 2020, is adequately in line with the GRI Standards in accordance with Core Option. The material topics and their boundaries within and outside of the organization are properly defined in accordance with GRI's Reporting Principles for Defining Report Content. Disclosures of identified material topics and boundaries, and stakeholder engagement, GRI 102-40 to GRI 102-47, are correctly located in content index and report. For future reporting, it is recommended to have more descriptions of GETAC's involvement with the impacts for each material topic, and how efforts were plans to mitigate the impacts. When reporting on goals and targets for each material topic, the expected results are suggested to be set, if applicable, with quantitative objectives.

Signed:
For and on behalf of SGS Taiwan Ltd.

David Huang
Senior Director
Taipei, Taiwan
8 June, 2021
www.sgs.com

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