Getac

2025 Sustainability Report

Getac Holdings Corporation

Published on June 1st, 2026

Content

1. Overview

1.1 Message from the Chairman

James Hwang
Chairman, Getac Holdings Corp.

Amid increasing uncertainty arising from geopolitical tensions, exchange rate fluctuations, and global supply chain restructuring, climate change and sustainability-related issues have continued to attract heightened attention from international markets and regulatory authorities. Corporate resilience has become a critical indicator of long-term enterprise value. For Getac Holdings, corporate success is not solely reflected in financial performance, but also in the ability to respond to environmental and social challenges while pursuing business growth. As a responsible corporate citizen, we continue to integrate sustainability principles into our core business operations, creating long-term and positive impacts for stakeholders while generating economic value.

Over the past year, we continued to advance our sustainability development strategies with steady progress across corporate governance, environmental management, and social responsibility.

In terms of operational performance, the Company achieved record-high revenue and net profit after tax. Our corporate governance evaluation ranking also remained within the top 6%–20% tier, and we continued to be selected as a constituent stock of the "Corporate Governance 100 Index." Furthermore, as we continuously enhanced ESG governance and disclosure quality, our sustainability ratings from both domestic and international institutions improved steadily, including S&P Global ESG Rating and Sustainalytics ESG Rating. In addition, the TIP Taiwan Sustainability Rating was upgraded from AA to AAA (Top 5%), demonstrating market recognition of our governance quality and sustainability management performance. With respect to responsible supply chain management, following the successful completion of RBA VAP audits by two subsidiaries last year, an additional subsidiary successfully passed the audit this year and achieved a Silver-equivalent recognition, further strengthening sustainable supply chain management in line with international standards.

On the environmental front, we continued to promote green manufacturing and low-carbon transformation through energy-saving equipment upgrades, process optimization, and enhanced energy management measures to improve overall energy efficiency. In 2025, we steadily implemented 34 energy-saving and carbon reduction projects, achieving annual energy savings equivalent to approximately 1% of total purchased energy consumption for the year. Meanwhile, the Company commenced renewable energy procurement in 2025 and will continue reducing operational carbon emissions while enhancing the sustainability of its overall energy structure.

In addition to energy conservation, we actively promoted waste reduction and water conservation initiatives. Driven by various environmental improvement projects proposed by responsible departments, waste reduction reached 69.12 metric tons, more than doubling compared to the previous year. Annual water savings amounted to 34.858 million liters, representing more than 1.07 times the previous year's performance, thereby further improving resource efficiency and reducing environmental impacts associated with operations.

In climate governance, Getac Holdings received a CDP Climate Change and Water Security score of B, while MPT Kunshan was honored with the "Safety and Environmental Synergy Star," reflecting the Company's achievements in environmental management and climate action. To prepare for alignment with IFRS Sustainability Disclosure Standards by 2027, subsidiaries in China also began adopting the GHG Protocol in 2025 to further strengthen the Group's greenhouse gas management foundation. We also actively participated in environmental protection initiatives organized by non-profit organizations and supply chain partners, taking concrete actions to protect aquatic ecosystems and support global environmental conservation.

On the social front, we firmly believe that talent is the key foundation for innovation and sustainable development. We remain committed to fostering a diverse and inclusive workplace environment. During the year, the Company received multiple recognitions, including "Top workplaces Award for work-life flexibility," "Top Workplaces Award for Engineering," and "Pioneer in Skilled Talent Development," recognizing our efforts in talent cultivation and employee care.

In promoting gender equality, the Company added one female director seat this year, while the proportion of female business supervisors increased to 50%, further enhancing women's participation in management. In addition, the ratio of local managers increased to 79%, demonstrating our ongoing commitment to cultivating local talent and strengthening localized operations.

In terms of social engagement, we continued collaborating with non-profit organizations through long-term donation programs supporting underprivileged students and disadvantaged groups. Together with the Yu-Hsiu Education Foundation, we promoted talent cultivation in digital technology, design, and AI-related fields, while also supporting domestic arts and cultural activities to contribute to social development and cultural preservation.

Looking ahead, as global sustainability trends and regulatory requirements continue to evolve, we will remain committed to prudent operations while advancing both digital and green transformation. Sustainability principles will continue to be deeply integrated into corporate governance and operational decision-making. Through collaboration with stakeholders, we will continue creating a sustainable future that balances economic value, environmental responsibility, and shared social prosperity.

1.2 About This Report

Getac Holdings Corporation (hereinafter referred to as “Getac Holdings”, TWSE: 3005) publishes a Sustainability Report annually to communicate its policies, visions, action plans, and performance related to economic, environmental, and social sustainability issues to stakeholders, demonstrating the Company’s commitment to sustainable development.

Reporting Principles

This report has been prepared in accordance with the *GRI Standards 2021* issued by the Global Reporting Initiative (GRI), and complies with the “*Regulations Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies*” and relevant regulations of the Taiwan Stock Exchange. The report also incorporates the recommendations of the TCFD framework and the SASB standards for the “Electronic Manufacturing Services & Original Design Manufacturing” industry. In accordance with TWSE requirements, relevant sustainability indicators are also disclosed. To proactively prepare for future alignment with *IFRS Sustainability Disclosure Standards*, this year the report has further incorporated SASB indicators relevant to the Hardware industry to strengthen information completeness and comparability as part of the Company’s IFRS readiness efforts.

Basis of Calculation for Reported Data

Financial Data	The Economic Value Distributed Statement is based on the Company's audited consolidated financial statements. Unless otherwise specified, all financial information disclosed in this report is presented in New Taiwan Dollars (NTD) and is based on the audited consolidated financial statements of Getac Holdings.
Sustainability Data	• Sustainability data are aggregated from statistics collected by each operating site. • Greenhouse gas emissions data are based on inventories prepared in accordance with ISO 14064-1:2018. • Waste data are based on manifests and weight records submitted to local authorities by each operating site. • Water resource data are based on water bills, invoices, and meter records from each operating site. • Environmental performance indicators such as water intensity, carbon intensity, and energy intensity are disclosed in USD for international comparability. The average exchange rates applied in 2025 were NTD 31.181/USD and RMB 7.144/USD.

Boundary and Scope

The reporting boundary of this report does not yet cover all consolidated entities included in the Group’s consolidated financial statements. However, all major subsidiaries have been included within the disclosure scope of this report. Newly included entities this year are Greemas Material (Kunshan) Ltd. and Huntwell Technology Corporation. The remaining entities not included are primarily overseas sales offices. The revenue coverage of entities included within this report is approximately 90% of the Company’s consolidated revenue.

National Aerospace Fasteners Corporation (TWSE: 3004), a publicly listed affiliate representing approximately 10% of the Company’s revenue, independently publishes its own sustainability report in accordance with TWSE sustainability reporting regulations.

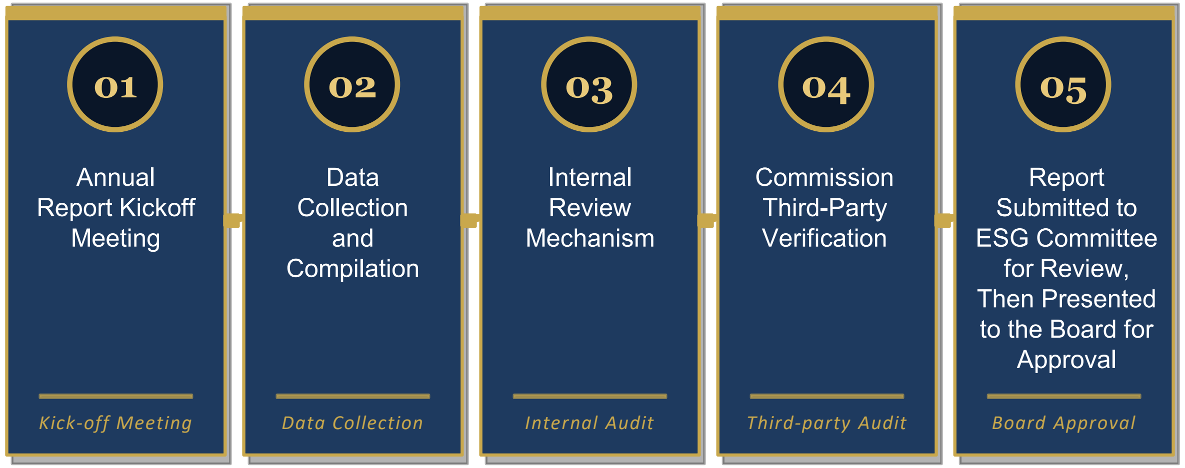
List of Consolidated Entities Included in This Report

Abbreviation	Code	Company Name
Getac Holdings	GTH	Getac Holdings Corporation
Getac Technology	GTC	Getac Technology Corporation
Atemitech	ATC	Atemitech Corporation
Getac Kunshan	GTK	Getac Technology (Kunshan) Co., Ltd.
Huntwell	HTW	Huntwell Technology Corporation
Greemas	MPTG	Greemas Material (Kunshan) Ltd.
MPT Kunshan	MPTK	MPT Solution (Kunshan) Co., Ltd.
MPT Suzhou	MPTZ	MPT Solution (Suzhou) Co., Ltd.
MPT Vietnam	MPTV	MPT Solution (Vietnam) Co., Ltd.
Getac Vietnam	GVL	Getac Precision Technology Vietnam Co., Ltd.
Getac Changshu	GCS	Getac Precision Technology (Changshu) Co., Ltd. (include Kunshan Branch)

Sustainability Information Management and Report Review Mechanism

This Sustainability Report has been prepared in accordance with the "*Regulations Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies*" to ensure compliance with applicable laws, standards, and reporting frameworks. The report preparation process has also been incorporated into the Company's internal standard operating procedures for management and control. The process is outlined below:

Sustainability Report Review Mechanism



Restatement of Information

Certain prior-period information in this report has been restated. Specifically, the ratio of local managers was corrected due to an aggregation calculation error. The revised data are presented in the table "Ratio of Local Manager Employment" in Section 6.1 Talent Attraction and Retention (page 93, 2024 data).

External Assurance

- This Sustainability Report has been independently assured by TÜV NORD Taiwan Co., Ltd. in accordance with AA1000AS v3 Type 2 Moderate Assurance requirements. The assurance covered GRI indicators, SASB indicators, and TCFD climate-related financial disclosures.
- Economic performance data are based on the Company's consolidated financial statements, which were audited and verified by PwC Taiwan. For the ISO 14064-1 greenhouse gas inventory, verification for Taiwan operations was conducted by BSI Taiwan Branch (British Standards Institution) and DNV Business Assurance Taiwan Co., Ltd. Verification for operations in China was conducted by SGS-CSTC Standards Technical Services Co., Ltd., while verification for Vietnam operations was carried out by BSI Assurance UK Ltd.
- The independent assurance statement of this report is presented in Appendix 8.3 of this report. Other management system verifications were independently conducted by external certification bodies appointed by the subsidiaries. For details, please refer to Appendix 8.4 Verification Status of Management Systems of this report.

Reporting Period and Frequency

The reporting period of this Sustainability Report is consistent with the consolidated financial statements, covering the period from January 1, 2025 to December 31, 2025. To ensure the completeness and comparability of the report, certain sections may include information beyond the reporting period. This report is published annually in electronic format and is available in both Chinese and English versions. It is accessible in the Sustainability Report section of the Company's official corporate website.

- Current Edition: Published in June 2026
- Previous Edition: Published in June 2025
- Next Scheduled Edition: To be published in June 2027

Sustainability Report Feedback

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1.3 About Getac

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

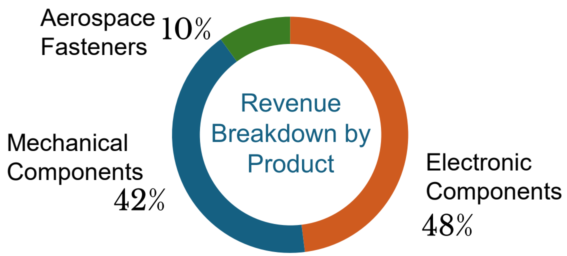
The company's global operations headquarters is based in Taiwan. Major business groups under its umbrella include Rugged and Imaging Products Business Group, Electromechanical and Energy Business Group, Plastics Business Group, Automotive Business Group and Aerospace Business Group. Core products and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

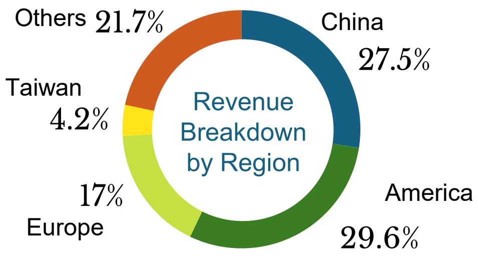
Basic Information

Company Name	Getac Holdings Corp.
Company Type	Listed Company (TWSE: 3005)
Year Established	1989
Headquarters Location	Taipei, Taiwan
Industry Category	Computers and Peripheral Equipment
Major Products and Services	Rugged Computers and Mechanical Components
Paid-in Capital	NT$6.2 billion
Consolidated Revenue	NT$39.448 billion
Number of Employees	9,764 employees; 8,586 employees within the reporting boundary

Operational Scope

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





Getac Holdings Corp. Corporate Value Chain

Through its diversified business portfolio, Getac Holdings has established a comprehensive value chain spanning from upstream materials and component supply, to branded product design and manufacturing, and finally to downstream application markets.

- The Rugged Computer Business Group operates under a proprietary brand model, managing the design, manufacturing, and global sales of rugged computing products. Its customer base includes sectors such as defense, public safety, transportation, manufacturing, and telecommunications. The group's value chain extends from upstream electronic component supply to end-market applications, demonstrating a high level of vertical integration.
- the Mechatronic & Energy , Plastics, and Automotive Business Groups primarily adopt an OEM model, specializing in core manufacturing technologies such as power modules, plastic injection molding, metal die casting, and surface treatment. These groups supply critical components to industries including electronics, network and communications, medical devices, and automotive.

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

Each business group leverages its professional expertise and promotes a dual-track strategy that integrates brand development with manufacturing support through both vertical and horizontal integration, thereby enhancing the overall resilience of the supply chain.

9,764	25	100+
employees worldwide	operating locations	Selling Countries

US

California
- Getac, Inc.

Minnesota
- WHP Workflow Solutions, Inc.
- Getac Video Solutions Inc.

UK, Germany

Telford, UK
- Getac (UK) Ltd.

Düsseldorf, Germany
- Getac Technology GmbH

India

Getac Holdings Corp., India Liaison Office

Vietnam

Bac Ninh
- MPT Solution (Vietnam) Co., Ltd.
- Getac Precision Technology Vietnam Co., Ltd.

China

Kunshan
- Getac Technology (Kunshan) Co. Ltd.
- MPT Solution (Kunshan) Co., LTD.
- MPT Solution (Suzhou) Co., LTD.
- Getac (SUZHOU) Mobile Ltd.
- Getac Precision Technology (Changshu) Co., Ltd. Kunshan Branch
- NAFCO Suzhou Precision Limited Corp.
- Greemas Material (Kunshan) Ltd.

Changshu
- Getac Precision Technology (Changshu) Co., Ltd.

Beijing
- Getac (SUZHOU) Mobile Ltd. Beijing Branch

Japan

- Mitac Technology Kyoto Corporation

Taiwan

Nangang, Taipei
- Getac Holdings Corp.
- Getac Technology Corp.
- Atemitech Corp.

Xizhi
- Huntwell Technology Corporation

Taoyuan
- Atemitech Corp. Linkou Plant
- Atemitech Corp. Huaya Plant
- National Aerospace Fasteners Corp.

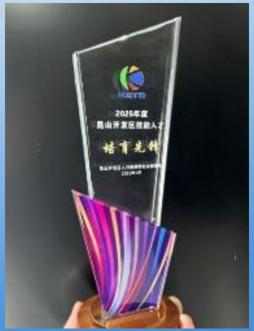
Honors and Recognitions

"Top workplaces Award for work-life flexibility" and "Top Workplaces Award for Engineering"
Getac Inc.

Corporate Governance Evaluation – Top 6–20% among listed companies
for Seven Consecutive Years

CDP Climate Change Rating – Management Level (B)
Getac Holdings, Getac Technology, Getac Vietnam

CDP Water Security Questionnaire – Management Level (B)
Getac Holdings



"Safety and Environmental Synergy Star" Award presented by the Kunshan Economic and Technological Development Zone
MPT Kunshan

Skills Talent Development Pioneer Award
MPT Kunshan

Outstanding Labor Union Award
MPT Vietnam, Getac Vietnam

CRN – "The 50 Hottest Edge Hardware, Software And Services Companies"
And "Partner Program Guide Winner"
Getac Technology

Military + Aerospace Electronics Innovators Award – Silver Honoree
Getac Technology

Participation in Industry Associations

The Company actively participates in industry associations relevant to its business operations , engaging with industry peers and professionals to exchange industry knowledge, information, and practical experience. Through these interactions, the Company seeks to jointly address changes in the global business environment and contribute to the advancement of industry standards.

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

1.4 Stakeholder Engagement

Stakeholder Identification and Engagement

Stakeholder opinions serve as an important foundation for Getac's continuous improvement. In addition to ongoing communication and timely response by responsible departments to ensure effective stakeholder engagement, the Chairperson of the Sustainable Development Committee convenes all committee members annually to conduct a systematic stakeholder identification process in accordance with the AA1000 Stakeholder Engagement Standard (AA1000SES). This year, 15 senior executives and functional managers were invited to evaluate the mutual impact between the Company and 11 stakeholder groups based on two dimensions: degree of impact (positive/negative) and likelihood of occurrence.

After prioritizing the questionnaire results and submitting them to the Sustainable Development Committee for review, the top eight groups were identified as key stakeholders: employees, shareholders/investment institutions, customers, suppliers, external rating agencies, banks, media, and government agencies.

Overall, the interactions between the Company and its stakeholders are predominantly positive, with positive impacts generally outweighing potential negative impacts. Through the systematic collection and response to stakeholder feedback, the Company continues to enhance the quality and transparency of its sustainability report disclosures. Stakeholder engagement outcomes also serve as an important basis for the identification of material topics, as well as for identifying and assessing sustainability-related risks and opportunities. These efforts further strengthen the Company's climate change response strategies and overall business decision-making, while addressing investors' and the market's expectations for sustainability-related information. The communication channels and key topics of concern for each stakeholder group are presented in the table below.

Stakeholder Communication

Stakeholder	The Significance of Stakeholders to Getac	Issues of Concern	Getac's Response Methods		Communication and Response
Customer	Steadily growing customer orders are the source of a company's revenue and profit and are also key to supporting business operations and ongoing investments.	• Customer data protection and privacy management • Information security and digital trust • Anti-corruption governance and integrity management	• Customer service section on corporate website (immediately) • Sales contract & Non-disclosure agreement(immediately) • Telephone customer service hotline (immediately)	• Channel partner conference(periodically) • Consumer service mailbox(immediately) • Customer satisfaction survey	2025 customer satisfaction survey response rate reached 100%, with an average satisfaction score of 95.60.
Supplier	Stable raw material prices and component supply are essential elements for business operations.	• Customer data protection and privacy management • Occupational Health and Safety Management • Information security and digital trust	• Supplier visit (immediately) • Supplier procurement contract(immediately) • Supplier audit(annually)	• Supplier query mailbox (immediately) • Supplier Conference (irregular)	• Annual supplier audits conducted for 170 suppliers in 2025, including 103 Tier-1 suppliers and 67 Tier-2 suppliers. • Local procurement ratio reached 67% in 2025.
Employee	Talent is the most important asset of a company, and its growth relies on the collective efforts of employees to achieve its goals.	• Talent Retention and Employee Satisfaction • Continuous Employee Learning and Skill Enhancement • Establishing an Equal and Respectful Culture	• Performance appraisal (annually) • Internal announcement (immediately) • Employee meeting (annually)	• Labor management meeting/supervisor meeting/training (periodically) • Education & Training (periodically) • Employee consultation hotline (immediately)	2025 employee satisfaction survey achieved: • Average response rate: 97.08% • Average satisfaction score: 91.99

Stakeholder	The Significance of Stakeholders to Getac	Issues of Concern	Getac's Response Methods		Communication and Response
Shareholder	Shareholders provide capital to the company and are long-term stakeholders who share in operational risks. The company's performance is closely tied to their interests.	• Financial performance and long-term stable operations • Product and service safety management • Climate change management capabilities and performance	• Shareholders' meetings/ investor conference (annually) • One-on-One Investor Meetings • Corporate website (immediately)	• Market observation post system (immediately) • Investor inquiry mailbox and hotline (immediately)	• In 2025, a total of five large-scale public investor conferences were held. • In 2025, the Sustainalytics ESG (Morningstar) risk score was 16.22 (0–100, 0 is best). The S&P CSA score improved to 65, the MSCI ESG rating was upgraded to A, the FTSE Russell ESG rating reached 3.6, and the Taiwan Sustainability Rating improved to AAA (Top 5%).
Media	Media orientation influences public opinion direction, and businesses must take early precautions to prevent negative coverage from affecting their corporate image adversely.	• Financial performance and long-term stable operations • Supply chain environmental risk management • Responsible procurement and local supply chain development	• News releases (immediately) • Press conferences (periodically) • Spokesperson interviews (immediately)	• Posting of information on the corporate website (immediately) • Line App Media Group (Immediately)	2025 Performance: • 28 press releases issued in Taiwan • Four media communication meetings conducted
Government Agencies	Adhering to government regulations ensures corporate compliance and prepares businesses in advance to seize potential opportunities or mitigate risks arising from policy changes.	• Equal and respectful workplace culture • Freedom of association • Tax compliance and transparent disclosure	• Official documents (immediately) • Regulatory meetings and training	• Seminars(periodically)	• Ranked among top 6–20% in the 12th Corporate Governance Evaluation • MPT Kunshan received the "Pioneer Award for Skilled Talent Development"
Bank	Banks provide another source of operational funding. Maintaining a good relationship with banks ensures a stable and competitive source of ongoing operational funding.	• Financial performance and long-term stable operations • Energy efficiency and conservation • Waste reduction and recycling • Water resource management	• Daily business transactions (real-time) • Annual credit limit renewal and extension (annually) • Regular review of company bank account (irregular)	• Participation in seminars and briefings organized by banks (irregular) • Arrangement of meetings between both parties based on business needs (irregular)	Getac Holdings entered into sustainability-linked loans with Yuanta Bank and Taishin Bank to jointly promote decarbonization with stakeholders.
External Rating Agencies	Utilizing external evaluation agencies to assess policy integrity enables businesses to mitigate environmental and social impacts during their operational development. This approach allows them to formulate specific plans for key improvement areas, thereby strengthening their sustainable competitiveness.	• Product design and resource efficiency • Energy management and conservation • Labor compliance and freedom protection • Equal and respectful workplace culture	• Market research agency surveys (ad hoc) • Participation in briefings for various awards (regular/ad hoc)	• Responses to surveys for various awards or research (regular/ad hoc)	• Getac Holdings, Getac Technology, and Getac Vietnam received CDP Climate Change Management Level B ratings • Getac Holdings received CDP Water Security Management Level B rating • Getac Inc. received "Top Workplaces – Work-Life Flexibility" and "Top Workplaces – Engineering" awards

1.5 Material Topic Management

Material Topic Identification

Getac Holdings annually conducts its materiality assessment with reference to international standards and frameworks, industry-specific standards, domestic and international sustainability assessments, and stakeholder engagement results to identify material sustainability topics. Through questionnaire surveys, the Company further assesses the impacts of material topics on its operations, financial performance, and stakeholders. Based on the assessment results, the Company develops its sustainability strategies, action plans, and targets. The materiality assessment process is illustrated in the flowchart below.

01 Collection of sustainability topics

Sources of 32 Sustainability Topics

- GRI, SASB, IFRS, TCFD, and ESRS disclosure standards
- Industry trends
- External ESG assessments (CDP, S&P)

02 Questionnaire surveys

Conduct materiality assessment of sustainability topics through questionnaire surveys

15 responses
internal management questionnaires
Materiality was assessed based on:
- Degree of impact
- Likelihood of occurrence

665 responses
stakeholder concern questionnaires
Collect stakeholders' levels of concern regarding sustainability topics to support the identification and validation of material topics.

03 Impact and risk analysis

Review Questionnaire Results and Management Discussions

Based on the questionnaire results and ranking analysis, and following management discussions and review by the Sustainable Development Committee, 18 material topics were identified.

18 Material Topics
3 governance topics
8 environmental topics
7 social topics

04 Confirmation and disclosure

Submit the materiality assessment results to the Board of Directors

- The results were submitted to the Board of Directors as the basis for strategy development and sustainability disclosures.
- Disclose material topic targets and performance.

List of Material Topics

Category	Impact Type	2025 Material Topic	GRI Topic	SASB Metric		Scope of Major Impacts			
						Upstream	Parent Company	Subsidiaries	Downstream
Governance	Potential Positive	Anti-Corruption Governance and Ethical Management	GRI 205 Anti-corruption			V	V	V	
	Potential Negative	Supply Chain Environmental Risk Management	GRI 308 / 414 Supplier Environmental and Social Assessment	TC-ES-320a.2 TC-ES-320a.3 TC-ES-440a.1	TC-HW-430a.1 TC-HW-430a.2 TC-HW-440a.1	V	V	V	
	Potential Positive	Supply Chain Human Rights Risk Management							
Social	Actual Positive	Talent Retention and Job Satisfaction	GRI 401 Employment	TC-HW-330a.1			V	V	
	Actual Positive	Occupational Health and Safety Management	GRI 403 Occupational Health and Safety	TC-ES-310a.1 TC-ES-320a.1		V	V	V	
	Actual Positive	Employee Learning and Skill Development	GRI 404 Training and Education				V	V	
	Actual Positive	Building a Culture of Equality and Respect	GRI 405 Diversity and Equal Opportunity				V	V	
	Actual Positive	Non-Discriminatory Recruitment and Promotion Opportunities	GRI 406 Non-discrimination				V	V	
	Actual Positive	Labor Compliance and Freedom of Association	GRI 409 Forced or Compulsory Labor			V	V	V	
	Actual Positive	Information Security and Digital Trust	GRI 418 Customer Privacy	TC-HW-230a.1			V	V	V
	Actual Positive	Customer Data Protection and Privacy Management					V	V	V
Environmental	Actual Positive	Sustainable Materials Management and Recycling	GRI 301 Materials	TC-ES-410a.1 TC-HW-410a.1 TC-HW-410a.4		V		V	
	Potential Positive	Product Design and Resource Efficiency	GRI 302 Energy	TC-HW-410a.2 TC-HW-410a.3			V	V	V
	Potential Positive	Energy Efficiency and Energy Saving Measures				V		V	
	Potential Negative	Renewable Energy Use and Energy Transition				V		V	
	Potential Positive	Water Resource Management and Water Conservation	GRI 303 Water and Effluents	TC-ES-140a.1			V	V	
	Potential Negative	Scope 3 Greenhouse Gas Inventory	GRI 305 Emissions			V	V	V	V
	Potential Negative	Waste Reduction and Circular Utilization	GRI 306 Waste	TC-ES-150a.1		V		V	

Material Topic Management and Response Mechanisms

The Company follows the PDCA (Plan–Do–Check–Act) cycle to manage material sustainability topics by developing corresponding strategies and actions. It mitigates negative impacts while strengthening positive ones to meet stakeholder expectations and create long-term value. Policies, measures, and action plans are implemented by responsible units with defined indicators and targets, and are regularly reviewed to ensure effectiveness.

No	Material Topic	Negative Impact of the Topic	Management Approach	2025 Target	Status	2025 Performance	2026 Target
1	Occupational Health and Safety Management	Unsafe working environments may not only endanger the lives and safety of employees and surrounding communities, but also indirectly cause financial losses to investors due to occupational accidents.	Comply with occupational health and safety regulations at operating sites. Major production sites have obtained ISO 45001 certification as the basis for daily management and implementation of relevant requirements.	0 major occupational accidents, fatalities, and occupational diseases.	✓	0 cases	0 major occupational accidents, fatalities, and occupational diseases.
				Serious occupational injury rate: 0%.	✓	0%	Serious occupational injury rate: 0%.
				Recordable occupational injury rate below 0.122.	–	Recordable occupational injury rate was 0.129.	Recordable occupational injury rate below 0.129.
2	Employee Learning and Skill Development	Insufficient training may prevent employees from improving their capabilities and may lead to operational errors that negatively impact the Company, customers, and investors.	Each site establishes annual training plans and completion targets based on different job categories. Training courses are designed according to departmental expertise, with annual course targets established to ensure diversity and accessibility of training.	Average training hours per employee above 70 hours.	✓	Average training hours per employee reached 71.45 hours, a decrease of 1.13 hours compared with 2024.	Average training hours per employee above 38 hours.
3	Building a Culture of Equality and Respect	Workplace inequality and lack of diversity may lead to discrimination and exclusion, reducing employee motivation and creativity, and affecting organizational efficiency, innovation, and competitiveness.	Promote transparent HR systems and fair compensation. Emphasize workplace safety and working environment improvement. Create diverse and equal career opportunities and encourage rehiring of retirees.	Conduct external compensation benchmarking annually for China and Vietnam sites.	✓	External compensation benchmarking completed.	Conduct external compensation benchmarking annually.
				0 recruitment discrimination cases.	✓	0 cases	0 recruitment discrimination cases.
				0 penalties related to employment discrimination.	✓	0 cases	0 penalties related to employment discrimination.
				Employ 15 persons with disabilities and rehire 35 retirees.	✓	Employed 20 persons with disabilities and rehired 41 retirees.	Employ 15 persons with disabilities and rehire 35 retirees.
4	Talent Retention and Job Satisfaction	Frequent labor disputes may affect team morale and productivity, resulting in higher employee turnover.	Regular labor-management meetings are held to promote two-way communication. Complaint channels are established to protect employees' rights of expression.	Monthly average turnover rate below 5.66%.	✓	4.37%	5.3%
				0 labor disputes.	✓	0 cases	0 cases
				Average employee satisfaction score above 90.	✓	Survey coverage rate: 60.53%; response rate: 97.08%; average score: 91.99.	Survey coverage rate above 63%; average score above 90.
5	Labor Compliance and Freedom of Association	Forced or compulsory labor deprives workers of human rights, dignity, and freedom, causing physical and psychological harm and potentially leading to social instability.	Comply with local labor regulations at production sites and strictly enforce internal policies prohibiting forced labor.	0 forced labor incidents (in accordance with ILO definitions).	✓	0 cases	0 forced labor incidents (in accordance with ILO definitions).

No	Material Topic	Negative Impact of the Topic	Management Approach	2025 Target	Status	2025 Performance	2026 Target
6	Non-Discriminatory Recruitment and Promotion Opportunities	Discrimination or any conduct related to sex or gender against an employee's will may harm employees' physical and mental well-being and negatively affect organizational cohesion.	Establish a *Human Rights Policy* to create a safe, friendly, and equal workplace, eliminate discrimination and unlawful conduct, provide accessible grievance channels, and protect complainants from retaliation.	100% proper closure rate for discrimination or harassment cases.	✓	Received 0 discrimination cases; therefore, no investigation or case closure was required.	100% proper closure rate for discrimination or harassment cases.
				Human rights-related training completion rate for all employees reaches 98%.	✓	11,608 training participations; completion rate reached 99.20%.	98%
7	Anti-Corruption Governance and Ethical Management	Corporate corruption may damage reputation, weaken market competitiveness, increase legal risks, reduce employee motivation, and hinder business development, negatively affecting economic interests and long-term growth.	Implement ethical management principles through multiple internal systems and policies that encourage integrity and honesty, while preventing unethical conduct through contract management mechanisms and whistleblower systems.	No major corruption cases.	✓	0 cases	0 cases
				Ethical management training completion rate above 85%.	✓	8,586 participants; completion rate reached 90.5%.	90%
				No major regulatory violation cases.	✓	0 cases	0 cases
8	Supply Chain Environmental Risk Management	Poor management of human rights and environmental issues in the supply chain may result in production disruptions, delivery delays, increased costs, and customer loss, adversely affecting corporate image, revenue performance, and market competitiveness. It may also lead to product quality issues, safety risks, legal liabilities, and reputational damage.	Establish comprehensive supplier management systems, including new supplier qualification reviews, annual audits, supplier qualification management, and supplier guidance mechanisms. Suppliers are required to sign environmental and social responsibility commitments and master purchase agreements to ensure compliance with environmental and social requirements.	90% of new suppliers pass environmental and social criteria screening.	✓	93%	94%
				95% of Tier 1 suppliers complete ESG document reviews.	✓	96%	97%
				70% of Tier 1 suppliers complete on-site ESG audits.	✓	71%	72%
				100% completion rate of corrective actions for Tier 1 supplier ESG audits.	✓	No high-risk suppliers required corrective actions.	100%
9	Supply Chain Human Rights Risk Management			Supplier commitment rate for non-use of conflict minerals above 80%.	✓	Above 86%	Above 90%
				CMRT and EMRT response rates above 90%; sourcing ratio of 3TG minerals from qualified smelters above 90%.	✓	CMRT response rate: 95%; EMRT response rate: 94%; sourcing ratio of 3TG minerals from qualified smelters: 97.7%.	CMRT and EMRT response rates above 95%; sourcing ratio of 3TG minerals from qualified smelters above 98%; corrective action completion rate for high-risk suppliers above 100%.
				Maintain local procurement ratio above 65%.	✓	67%	68%

No	Material Topic	Negative Impact of the Topic	Management Approach	2025 Target	Status	2025 Performance	2026 Target
10	Customer Data Protection and Privacy Management	Violations of customer privacy may damage customer trust, corporate reputation, market competitiveness, and increase legal risks, potentially resulting in loss or leakage of customers' assets and personal information.	Monitor global privacy regulations, incorporate removable hard drive mechanisms into product design, remind customers to remove hard drives before repair, and sign confidentiality agreements to ensure data security. The Company also continuously improves its information security management system.	Zero incidents of customer privacy leakage, infringement, or loss.	✔	0 cases	0 cases
11	Information Security and Digital Trust	Failure to effectively implement information security management or digital governance measures may result in confidential information leakage, personal data breaches, system interruptions, ransomware attacks, or other cybersecurity incidents, affecting operational stability and the rights and trust of customers, employees, suppliers, and partners.	Implement the ISO 27001 Information Security Management System and strengthen cybersecurity management through governance mechanisms, risk controls, access management, cybersecurity training, and incident response procedures to reduce risks of unauthorized access, leakage, tampering, or interruption of information assets, while enhancing operational resilience and data protection capabilities.	Conduct social engineering exercises quarterly with an average pass rate of 95%.	✔	Four exercises completed during the year with an average pass rate of 98%.	Conduct social engineering exercises quarterly with an average pass rate of 95%.
				Employee cybersecurity training completion rate: 80%.	✔	Completion rate reached 95.77% (5,914 participants).	Completion rate: 85%
12	Sustainable Materials Management and Recycling	Material waste increases resource consumption, environmental damage, waste disposal burdens, and economic losses.	While expanding operational scale, Getac continues to increase the practical application of recycled materials. The Company adopts recycling and reuse practices to increase recycled material usage and reduce material consumption, thereby lowering environmental impacts.	Recycled plastic content ratio: 20%.	✔	23%	24%
				Recycled metal content ratio: 70%.	✔	72%	73%
				Overall recycled material content ratio: 63%.	—	54%	55%
				Complete two material reduction projects.	✔	Material reduction reached 22,362 kg, accounting for 0.06% of total materials used.	Expected reduction of 33,000 kg.
13	Product Design and Resource Efficiency	Failure to improve product energy efficiency may increase product energy consumption, lifecycle carbon emissions, environmental impacts, and regulatory compliance risks.	The Company emphasizes energy efficiency in product design by optimizing product energy performance, reducing energy consumption, and improving energy-saving performance during product use, thereby reducing lifecycle energy consumption and greenhouse gas emissions while enhancing product competitiveness and sustainability value.	Obtain Energy Star® certification for 12 rugged computer models.	✔	12 rugged computer models obtained Energy Star® certification.	Add Energy Star® certification for 4 additional rugged computer models.

No	Material Topic	Negative Impact of the Topic	Management Approach	2025 Target	Status	2025 Performance	2026 Target
14	Energy Efficiency and Energy Saving Measures	Regulatory compliance and internalization of carbon pricing costs may increase operating expenses and product prices. Increased electricity consumption and electricity intensity may raise production costs and reduce profitability, drawing stakeholder attention. Potential carbon fees and carbon taxes imposed by different countries may also increase operating costs.	Implement the ISO 50001 Energy Management System and continuously monitor domestic and international regulations, industry standards, and customer requirements related to greenhouse gas emissions. The Company establishes energy-saving and carbon reduction targets, improves energy efficiency for major energy-consuming equipment, and enhances sustainable competitiveness.	ISO 50001 certification coverage rate across global operating sites reaches 42%.	✓	42%; five companies obtained certification.	75%
				Energy savings from energy-saving projects account for 1% of total energy consumption.	✓	1.04% (34 energy-saving projects reduced energy consumption by 9,416.19 GJ).	1.2%
				Purchased energy consumption (electricity + steam) reduced by 14% compared with the base year.	−	Reduced by 7.25% compared with the base year.	Reduced by 16.8% compared with the base year.
				Scope 1 emissions reduced by 12.5% and emission intensity reduced by 26% compared with the base year.	−	Scope 1 emissions increased by 54.95% and emission intensity increased by 31.33% compared with the base year.	Scope 1 emissions reduced by 15% and emission intensity reduced by 33% compared with the base year.
				Scope 2 emissions reduced by 12.5% and emission intensity reduced by 26% compared with the base year.	✓	Scope 2 emissions reduced by 15.96%; emission intensity reduced by 28.8% compared with the base year.	Scope 2 emissions reduced by 15% and emission intensity reduced by 33% compared with the base year.
				Carbon reduction benefits from decarbonization projects account for 0.1% of total emissions.	✓	0.19% (34 carbon reduction projects implemented in 2025, equivalent to reducing approximately 1,518.35 tCO_2e).	0.5%
15	Renewable Energy Use and Energy Transition	Insufficient adoption of renewable energy and energy transition efforts may limit carbon reduction performance, increase reliance on conventional energy, and raise energy costs, compliance risks, and climate transition risks, thereby negatively affecting operational stability and sustainable development.	Promote renewable energy adoption and energy transition by increasing the proportion of renewable energy and introducing low-carbon energy sources to reduce greenhouse gas emissions and operational carbon footprints, improve energy efficiency and supply stability, and strengthen resilience against climate change and energy policy changes.	Renewable energy accounts for 0.5% of purchased electricity.	✓	Renewable energy accounted for 0.56% of purchased electricity in 2025.	Increase renewable energy as a percentage of total electricity consumption by 2% annually.

No	Material Topic	Negative Impact of the Topic	Management Approach	2025 Target	Status	2025 Performance	2026 Target
16	Scope 3 Greenhouse Gas Inventory	Waste generation may cause serious environmental pollution, harm health and ecological balance, waste resources, increase economic costs, and negatively impact sustainable development and social well-being.	Obtain ISO 14001 Environmental Management System certification, implement internal waste management procedures, and engage qualified waste disposal vendors.	Implement the GHG Protocol greenhouse gas inventory and verification mechanism and expand Scope 3 inventory categories.	✓	Completed implementation of the GHG Protocol greenhouse gas inventory and verification mechanism across six subsidiaries, with four additional categories added.	Continue expanding the implementation scope of the GHG Protocol greenhouse gas inventory and verification mechanism.
17	Water Resource Management and Water Conservation	Wasteful water use and non-compliant discharge may result in water shortages, water pollution, ecosystem damage, health risks, regulatory violations, and negative impacts on social and economic development.	Implement ISO 14001 water resource management practices, promote daily water conservation awareness, and improve water efficiency through water-saving and recycling measures.	Zero wastewater discharge violations.	✓	0 cases	0 cases
				Total water withdrawal reduced by 12.5% compared with the base year.	—	Reduced by 8.88% compared with the base year.	Total water withdrawal reduced by 12.5% compared with the base year.
				Water intensity below 0.567 ML/USD million.	✓	Water intensity was 0.563 ML per USD million, a 22.77% reduction compared with the base year.	Water intensity below 0.563 ML per USD million.
				Process water recycling rate above 95%.	✓	95.5%	Above 95%
18	Waste Reduction and Circular Utilization	Material waste increases resource consumption, environmental damage, waste disposal burdens, and economic losses.	While expanding operations, Getac continues increasing the practical use of recycled materials. The Company promotes recycling and reuse to increase recycled material usage and reduce material consumption, thereby lowering environmental impacts.	Zero waste-related violations.	✓	0 cases	0 cases
				Waste reduction projects account for 1% of total annual waste generation.	✓	1.01% (equivalent to reducing 69.12 metric tons).	0.5%
				Hazardous industrial waste below 1,461 metric tons.	✓	Hazardous industrial waste totaled 1,256.82 metric tons, a 22.9% reduction compared with the base year.	Hazardous industrial waste below 1,169 metric tons, a 19% reduction compared with the base year.
				Total waste generation below 7,565 metric tons.	✓	Total waste generation was 6,832.84 metric tons, a 16.20% increase compared with the base year.	Total waste generation below 6,744 metric tons, a 22% reduction compared with the base year.
				Waste intensity below 5.866 metric tons/USD million.	✓	Waste intensity was 5.391 metric tons per USD million, a 1.51% reduction compared with the base year.	Waste intensity below 5.391 metric tons per USD million.
				Waste disposal diversion (recycling) rate: 85%.	—	82.12% (5,611.27 metric tons recycled).	85%

2. Sustainability Management

2.1 Sustainability Vision and Goals

Getac firmly believes that the promotion of sustainability must be linked to the intrinsic core values of technologies to maximize benefits and thereby meet the expectations of all stakeholders. Based on the three core values of "Innovation, Commitment, and Value," Getac responds to the United Nations Sustainable Development Goals (SDGs) by integrating operational strategies with Environmental, Social, and Governance (ESG) perspectives. Getac has formulated its sustainable development direction, aiming to use its positive influence to promote a better and more prosperous society, fulfill its role as a corporate citizen, and protect the planet's resources.

Core Value

Innovation

Innovation is a key element of Getac's corporate culture. By embracing limitless new ideas and continuously pursuing advanced technologies, we strive to lead the industry into a new era.

Commitment

At Getac, our commitment is to our customers. We listen carefully and anticipate our customers' needs before they do, enabling them to achieve results beyond expectations.

Value

We dedicate ourselves to adding value to our customers' businesses and endeavors through the quality of products and services Getac provides. Our customers' success and value are the very reason for Getac's existence.

Sustainability Vision

Promoting a Better and More Sustainable World Through Positive Action.

Harnessing the power of corporate citizens to protect and preserve the Earth's resources.

Focus Direction

Ethical Management

Responsible Production & Consumption

Green Manufacturing

Friendly Workplace

Innovation & Education

2030 Mid-term Sustainability Goals

- Ranked in the Top 5% of Taiwan Corporate Governance Evaluation (Listed Companies)
- Target to reduce greenhouse gas emissions by 25% by 2030 compared to the baseline year
- 57% usage of recycled materials
- Electronic products awarded EPEAT Gold certification
- Received CDP Leadership (A Grade) rating
- Recognized as an International Top Employer and for workplace excellence
- Promotes equal and innovative educational opportunities

2.2 Alignment with SDGs

Getac aligns with the United Nations Sustainable Development Goals (SDGs). Based on the Company's industry characteristics, core competencies, practical resources and feasibility, as well as stakeholder expectations, Getac aligns its sustainability initiatives with the SDGs and focuses on four key goals as its medium- and long-term sustainability direction: Goal 8 Decent Work and Economic Growth, Goal 9 Industry, Innovation and Infrastructure, Goal 12 Responsible Consumption and Production, and Goal 4 Quality Education. In terms of implementation, the Company categorizes its action plans into "Public Welfare Drivers" and "Corporate Drivers" and integrates them into daily operations. For Public Welfare Drivers, the Company engages in charitable donations through the Getac Holdings Social Charity Fund Public Trust and leverages technology to improve education in rural and underserved areas. In addition, Getac organizes the "Y.S Award" to provide students with a platform for creativity and internship opportunities, fostering future talent needed in the AI era. From the corporate operations perspective, Getac promotes process innovation through the development of core technologies, improves energy efficiency, and advances the adoption of environmentally friendly materials. At the same time, the Company develops high value-added industries to enhance corporate value and create more employment opportunities. By building an equal and respectful workplace and cultivating a continuous learning culture, Getac empowers employees to grow and become the driving force behind innovation and R&D. Getac Holdings also leverages its influence to encourage supply chain partners, through communication and engagement, to value human rights and environmental protection, demonstrating the power of corporate citizenship.

SDG 4

Quality Education

We Believe Learning Knows No Boundaries, Bridging Physical and Digital Worlds.

Education and Community Engagement

- Supporting education in rural areas and for disadvantaged groups through partnerships with schools and nonprofit organizations.
- Donating to the Research Center for Open Educational Resources in Higher Education at National Yang Ming Chiao Tung University to support AI education and training programs for high schools.
- Promoting culture, arts, and talent development through the Y.S. Educational Foundation.

SDG 8

Decent Work & Economic Growth

Fostering Talent Innovation Through Diversity and Equality

Decent Work and Economic Growth

- Average training hours per employee reached 71.45 hours in 2025.
- Employment of persons with disabilities increased to 20 employees (+6 YoY).
- Rehired retired employees totaled 41 (+9 YoY).

SDG 9

Industry, Innovation & Infrastructure

Leveraging Core Technologies to Continuously Develop Low-Carbon Products and Technologies

Industry, Innovation and Infrastructure

- Integrated sustainability concepts into product R&D and technological innovation by developing environmentally friendly materials, such as PCR recycled plastics.
- Enhanced manufacturing processes to deliver lower-carbon mechanical products.

SDG 12

Responsible Consumption & Production

Maximizing the Value of Resource Circularity Is Our Sustainability Goal

Responsible Consumption and Production

- Achieved a 95.5% process water recycling rate in 2025.
- Recycled materials accounted for 54.2% of total materials used.
- Introduced 34 new energy-saving and carbon-reduction projects in 2025, achieving carbon reduction benefits of 1,518.35 tCO_2e.

2.3 Policies and Commitments

The Company is committed to integrating sustainable development principles into the core of its business operations and has established comprehensive policies and codes of conduct to effectively balance environmental protection, social responsibility, and economic performance in support of its long-term and sustainable growth. The approval of sustainability-related policies and commitments is governed according to their level of significance and is implemented upon review and approval by the Board of Directors or the Chairman under delegated authority.

Corporate Governance Best-Practice Principles

In line with corporate governance best practices, the Company continuously strengthens the structure and functions of the Board of Directors, enhances information transparency, and improves stakeholder communication mechanisms to ensure effective and sound corporate governance.

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

Establishes standards of conduct for directors and managers to ensure that their decisions and actions align with the best interests of the Company and shareholders while maintaining high standards of integrity and professional ethics.

Ethical Corporate Management Best-Practice Principles

Upholding integrity as a core value, the Company strictly prohibits all forms of corruption, improper benefits, and misconduct, while implementing relevant internal control and management mechanisms.

Sustainable Development Best-Practice Principles

The Company has established relevant systems in accordance with the FSC's *Sustainable Development Best-Practice Principles* and implemented them upon Board approval. These cover corporate governance, environmental management, employee rights, supply chain responsibility, and stakeholder communication. On January 16, 2026, biodiversity issues were further incorporated to continuously strengthen the comprehensiveness of the Company's sustainability strategy.

Getac ESG Code of Conduct

Developed in accordance with the *Responsible Business Alliance (RBA) Code of Conduct*, this policy applies to the Company, its subsidiaries, contractors, and supply chain partners. ESG principles are integrated into daily operations and corporate culture through training and awareness programs.

Employee Code of Conduct

Specifies the legal requirements and behavioral standards employees must follow in business activities, covering human rights protection, customer privacy, intellectual property rights, and professional ethics.

Human Rights Policy

In accordance with the *Universal Declaration of Human Rights*, the *UN Global Compact*, and relevant International Labour Organization (ILO) principles, the Company is committed to respecting and promoting human rights throughout its operations and supply chain management.

Information Security Policy

The Company has established a comprehensive information security management system to protect corporate and customer information, reduce operational risks, and maintain data security.

Sustainability Information Management Guidelines

The Company has established the *Sustainability Information Management Guidelines*, which were approved by the Board of Directors. Through clear assignment of responsibilities, internal controls, and regular risk assessments and audits, the Company enhances the integrity, accuracy, and reliability of information while ensuring compliance with international standards and regulatory requirements.

AI Tool Usage Management Policy

Establishes principles and management mechanisms for employees' use of AI tools, emphasizing information security, confidentiality, legal compliance, and human rights protection. An AI Advancement Committee is responsible for governance and risk management. Employees are required to prioritize the use of internal closed systems, prohibited from inputting confidential or personal data into external AI tools, and responsible for ensuring the accuracy of AI-generated content.

For related policies and codes, please visit the Sustainability (Policies and Declarations) and Investor Relations (Internal Rules and Regulations) sections on our website.

Getac Holdings Sustainability Development Milestones

2017

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

2018

- In the fourth Corporate Governance Evaluation, rank among the top 6-20% of listed companies.
- Implement and complete the "Board Performance" evaluation process.
- First-time recipient of HR Asia's "'Best Companies to Work for in Asia" award.

2019

- Established an audit committee to replace the supervisor system.
- Established an information security committee.
- Received the TCSA Taiwan Sustainable Enterprise Award for comprehensive performance excellence and the Sustainability Report Gold Award.
- Achieved ISO 27001 certification for information security management system.

2020

- Included for the first time in the Taiwan Stock Exchange's Taiwan Corporate Governance 100 Index, Taiwan High Dividend 100 Index, and Taiwan High Compensation 100 Index.

2021

- Appointed a Chief Governance Officer.
- Selected as a certified Sports Enterprise by the Taiwan Sports Administration.
- Established a Risk Management Team under the Corporate Sustainable Development Committee to promote and plan company risk management.

2022

- Added a new female independent director to the board.
- Getac Holdings and eight key subsidiaries (covering over 90%) completed ISO 14064-1 GHG inventory and passed third-party verification.

2023

- The Sustainable Development Committee has been upgraded to a functional committee of the board.
- A Climate Change Team has been established under the Sustainable Development Committee.
- Getac Holdings signed as a TCFD Supporter.
- Getac Holdings published its first TCFD report.

2024

- Achieved top 6-20% ranking in the Corporate Governance Evaluation for five consecutive years
- Getac Holdings was named one of the World's Most Trustworthy Companies by *Newsweek*.
- Getac Holdings and its subsidiaries—Getac Technology, Atemitech Corp., and Getac Vietnam—were all rated at CDP Management Level (Grade B).

2025

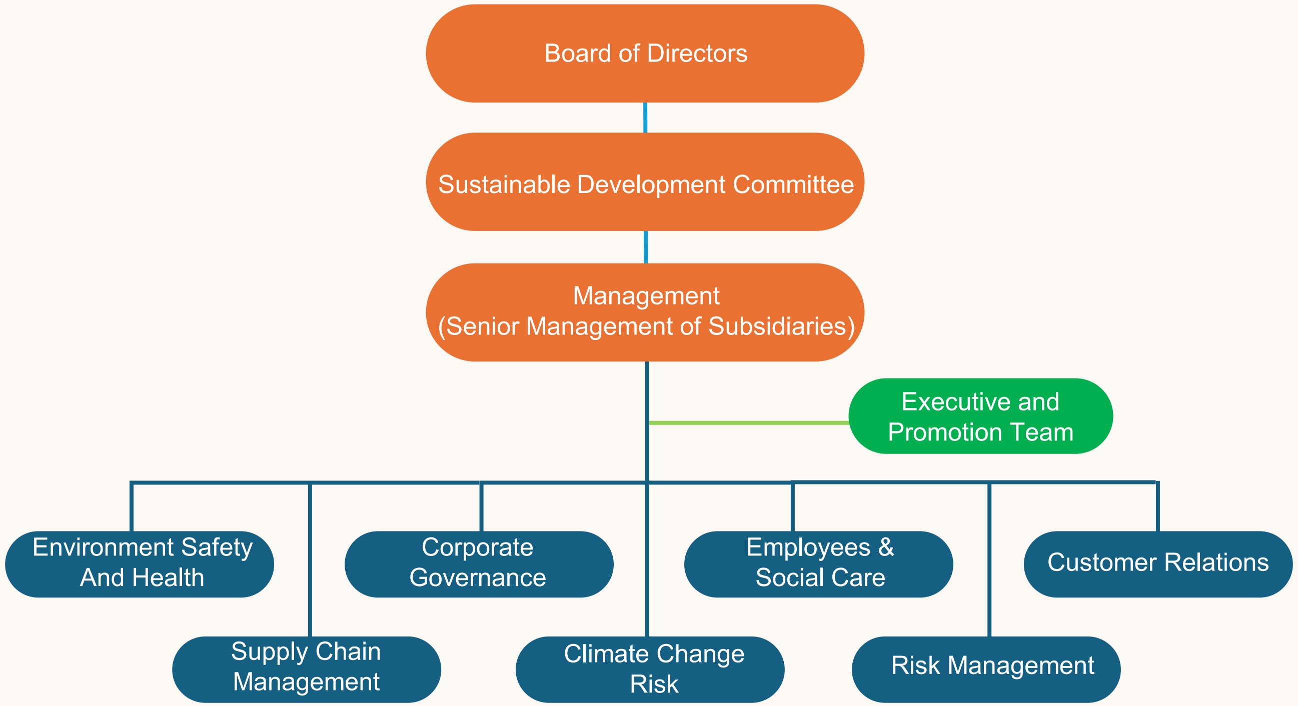
- Getac Holding was ranked in the top 6–20% of listed companies in Taiwan's Corporate Governance Evaluation for six consecutive years.
- Getac Holdings and its subsidiaries, Getac Technology and Getac Vietnam, received CDP 2025 Climate Change Management Level (B) ratings; Getac Holdings also received a Water Security Management Level (B) rating.

2026

- Constituent Stocks of the Taiwan Corporate Governance 100 Index
- Achieved top 6-20% ranking in the Corporate Governance Evaluation for seven consecutive years
- Added one female board seat, increasing female director representation to 20%.
- TIP Taiwan Sustainability Rating upgraded from AA to AAA (Top 5%).
- MSCI ESG Rating upgraded from BBB to A.

2.4 Sustainability Governance Structure and Operational Status

Sustainable Development Committee Organizational Chart



Board of Directors

The Board of Directors serves as the highest governing body for the Company's sustainability and climate governance. It is responsible for reviewing the Company's sustainability strategies, policies, and objectives, and for overseeing the management of material ESG issues as well as climate-related risks and opportunities to ensure these matters are incorporated into the Company's long-term business strategies and major decision-making processes.

Sustainable Development Committee

Under the Board of Directors, the Sustainable Development Committee functions as a dedicated committee chaired by the Chairman of the Board, with two independent directors serving as standing committee members. Depending on the nature of the agenda, the Chairman may invite relevant senior executives to attend or participate in discussions to ensure appropriate expertise, independence, and management alignment in sustainability and climate-related decision-making. The Sustainable Development Committee convenes at least twice a year and based on the overall strategic direction approved by the Board, assists the Board in coordinating, supervising, and reviewing the following matters:

- Direction-setting and oversight of the implementation of the Company's sustainability strategy, policies, and governance framework.
- Review and oversight of management mechanisms for material ESG risks and opportunities.
- Review of governance frameworks, management mechanisms, and disclosures related to climate-related risks and opportunities.
- Oversight of the implementation of annual sustainability targets, climate targets, and key performance indicators (KPIs) established by management.

The Committee is supported by an Executive Promotion Team and seven functional teams covering corporate governance, employee and social care, environmental safety and health, supply chain management, customer relations, risk management, and climate change risks. The Executive Promotion Team is responsible for driving, coordinating, and tracking the implementation of the Committee's resolutions. Each functional team, based on its professional responsibilities, conducts cross-functional integration and methodology development, consolidates the identification, assessment, and analysis of risks and opportunities across subsidiaries, and supports the integration of related issues into the Company's overall operations and investment decision-making processes.

The Sustainable Development Committee regularly reviews the achievement of sustainability and climate-related targets and indicators, and provides recommendations regarding material sustainability or climate risks, changes in the external environment, and potential opportunities. Relevant implementation results, improvement measures, and key issues are consolidated and reported to the Board of Directors for guidance and oversight. Related governance and implementation progress are also regularly disclosed in the Sustainability Report, Annual Report, and the Company's official website.

Management

The management teams of each subsidiary serve as the first-line execution and accountability units for sustainability and climate governance. Based on the strategies and objectives approved by the Board of Directors and the Sustainable Development Committee, management plans and implements specific action plans to ensure ESG principles, risk management, and climate considerations are effectively integrated into daily operations, internal controls, and decision-making processes. Management responsibilities related to climate issues include:

- Executing the identification, analysis, and impact assessment of climate-related risks and opportunities.
- Formulating, implementing, and tracking climate risk response strategies, carbon reduction initiatives, and transition plans.
- Regularly reviewing progress toward climate targets and their potential impacts on the Company's operations and financial performance.

Under the Sustainable Development Committee, the Risk Management Team and the Climate Change Risk Team are primarily responsible for integrating risk information across subsidiaries and departments, establishing assessment methodologies and analytical frameworks, and regularly coordinating sustainability-related (annually) and climate-related (biennially) risk and opportunity identification and assessment activities. For details, please refer to Section 3.3 "Risk Management" and Section 4.1 "Climate Action" of this report.

For identified material risks and opportunities, each business unit formulates corresponding risk response and management measures. The Risk Management Team and Climate Change Risk Team consolidate and integrate implementation progress across units and incorporate the identification, assessment, prioritization, and monitoring processes of climate-related risks into the Company's Enterprise Risk Management (ERM) framework. Relevant outcomes are submitted to the Sustainable Development Committee for review.

The Sustainable Development Committee integrates feedback from business units and departments to comprehensively evaluate the effectiveness of the Company's sustainability and climate strategies and assess their potential impacts on operations and financial performance. Following review, the Committee reports to the Board of Directors as an important basis for the Board's oversight responsibilities and review of major sustainability and climate-related matters, ensuring the effective operation of the Company's sustainability governance and risk management mechanisms while maintaining alignment with long-term business strategies.

Sustainability Performance

In 2025, under the strategic direction approved by the Board of Directors, the Sustainable Development Committee continued to oversee and promote the Company's implementation of sustainability governance, risk management, and climate-related initiatives, while regularly reporting progress to the Board. Major actions undertaken included:

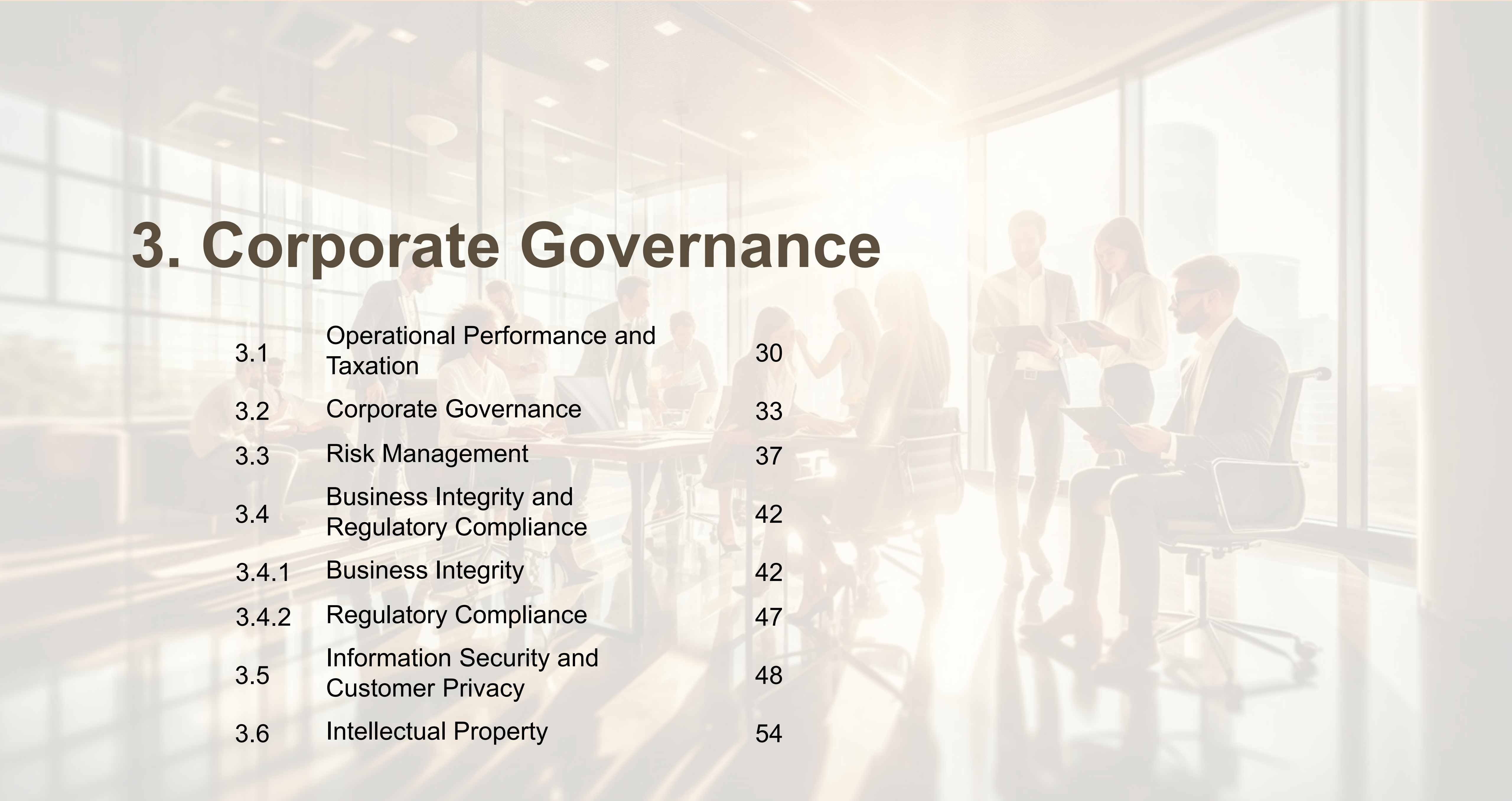
- Completion and publication of the 2024 Sustainability Report
- Preparation and submission of the 2024 TCFD implementation report
- Planning of the 2025 Sustainability Report preparation and third-party assurance program
- Consolidation and reporting of the 2025 stakeholder communication implementation results
- Development and promotion of the 2025 sustainability work plan
- Submission of the 2025 risk management implementation report (including climate-related matters)
- Revision of the Human Rights Policy to incorporate requirements related to product development, customer privacy, information security, and user rights
- Revision of the Company's *Sustainable Development Best Practice Principles* to incorporate biodiversity considerations into the assessment and management of operational impacts
- Evaluation and development of response measures in light of the transition of corporate governance evaluations toward ESG assessments
- Consolidation and reporting of international ESG rating performance, including S&P, MSCI, FTSE, and CDP assessment results
- Tracking and reporting the implementation progress of the IFRS sustainability disclosure project

Reporting and Communication of Sustainability Matters to the Board of Directors

In 2025, the Sustainable Development Committee and management conducted a total of five dedicated reports and communications with the Board of Directors regarding sustainability governance, ESG performance, risk management, and climate-related matters. Significant sustainability matters were also submitted to the Board for review and approval, resulting in 10 material sustainability-related proposals being reviewed and approved during the year. Relevant resolutions were disclosed on the Company's official website in accordance with applicable regulations to maintain information transparency.

ESG Topics Reported to the Board of Directors

Date	Topics
2025/01/14	Directors' and Managers' Liability Insurance Report
	Intellectual Property Management Plan Implementation Report
	Information Security Management Report
	Sustainability Performance and Stakeholder Communication Report
	Proposal for Establishing the "*Sustainable Development Best-Practice Principles*"
	Proposal for Revising the "*Organizational Charter of the Sustainable Development Committee*"
2025/02/27	Board Performance Evaluation Report
	Greenhouse Gas Inventory and Assurance Schedule Planning Report
	Proposal for Evaluating the Independence and Suitability of the Company's CPA
2025/05/09	Sustainability Performance and Greenhouse Gas Inventory & Assurance Schedule Planning Report
	Proposal for Completion of the 2024 Sustainability Report
2025/08/13	Greenhouse Gas Inventory and Assurance Schedule Planning Report
2025/11/12	Risk Management Performance Report
	Ethical Corporate Management Performance Report
	Information Security Management Report
	Corporate Value Enhancement Plan
	Greenhouse Gas Inventory and Assurance Schedule Planning Report
2026/2/26	IFRS Sustainability Disclosure Standards Implementation Progress Report
	Board Performance Evaluation and Independent Directors' Legal Compliance Qualification Report
2026/5/13	Proposal for Completion of the 2025 Sustainability Report



3. Corporate Governance

3.1 Operational Performance and Taxation

Economic Performance

In 2025, consolidated revenue totaled NT$39.448 billion, representing a 10.6% increase compared with NT$35.668 billion in the previous year. Consolidated gross profit reached NT$12.547 billion, an increase of 10.8% year-over-year. In terms of profitability, consolidated operating income amounted to NT$6.198 billion, representing a 19.1% increase year-over-year.

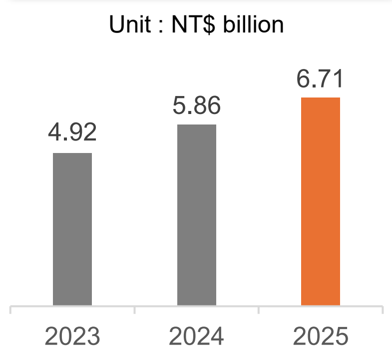
Net income attributable to the parent company for 2025 totaled NT$5.227 billion, representing a 17.5% increase year-over-year. Earnings per share (EPS) was NT$8.43, an increase of 16.1% compared with NT$7.26 in 2024. In 2025, the Company distributed NT$3.713 billion in cash dividends, while total tax expenses amounted to NT$1.25 billion. Consolidated government subsidy income totaled NT$31.51 million.

Direct Economic Value Generated and Distributed

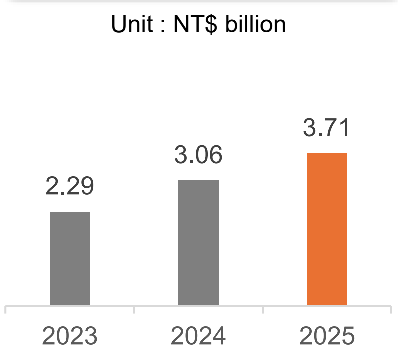
Unit: NT$ thousand

	Item	2023	2024	2025
Economic Value Generated	Operating revenues	34,792,557	35,668,386	39,447,844
	Gross profit	9,735,429	11,327,689	12,546,741
	Operating profit	3,966,563	5,202,118	6,197,813
	Profit before income tax	4,923,955	5,855,472	6,710,782
	Profit Attributable To: Owners Of The Parent	3,744,542	4,447,803	5,226,971
Economic Value Distributed	Total Salaries	5,862,910	6,541,463	6,989,997
	Total Benefits	1,223,221	1,254,793	1,301,382
	Income tax expense	966,538	1,159,961	1,246,517
	Cash Dividends For Shareholders	2,294,771	3,055,190	3,713,447
Tax	Effective Tax Rate	19.63%	19.81%	18.57%
	Current Income Tax Paid	843,265	1,116,921	1,241,504
	Effective Income Tax Rate for Current Income Tax Paid	17.13%	19.07%	18.50%

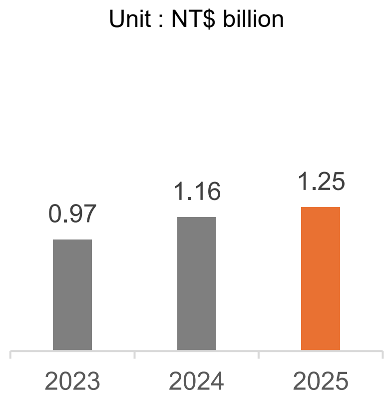
Profit before income tax



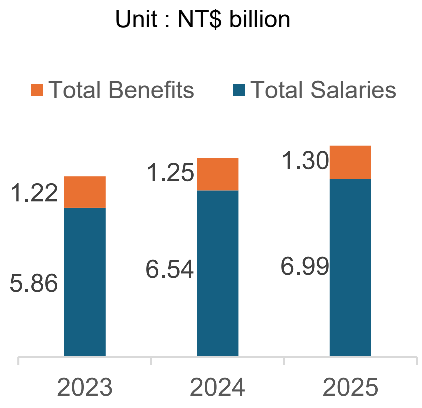
Cash Dividends For Shareholders



Income tax expense



Total Salaries and Benefits



Tax Management

Getac Tax Policy

In response to evolving international tax governance trends and to ensure full compliance with applicable laws and regulations while fulfilling its tax obligations responsibly, the Company has established the "*Getac Tax Policy*" This policy is intended to promote sustainable corporate development, enhance shareholder value, and fulfill the Company's social responsibilities, thereby ensuring tax compliance and integrity in business operations. The Company and its subsidiaries shall adhere to the following tax policy principles:

Five Core Principles of the Tax Policy

1	**Compliance with Local Tax Regulations** Comply with the tax laws and legislative intent of countries where the Company operates and complete all required tax filings and payments. Prepare international tax governance documentation, including Country-by-Country Reports (CbCR), Master Files, and Transfer Pricing Documentation for Related-Party Transactions. The Company does not engage in tax avoidance through low-tax jurisdictions or tax havens, nor does it adopt tax structures or transactions lacking reasonable business purposes or substantive operations.
2	**Transparent Information Disclosure** Disclose tax information in accordance with financial accounting standards and relevant regulations to ensure transparency and compliance with Article 48 of the Corporate Governance Best-Practice Principles regarding financial information disclosure.
3	**Transfer Pricing Compliance** Comply with the OECD Transfer Pricing Guidelines and avoid unreasonable related-party transactions that violate the arm's length principle.
4	**Effective Tax Communication** Maintain open and constructive communication with local tax authorities.
5	**Professional Talent Development** Strengthen tax expertise and professional talent development to stay informed of changes in tax regulations and evaluate their potential impacts.

Tax Governance, Control, and Risk Management

The head of the Company's Finance and Accounting Center bears the highest supervisory responsibility for tax management. Daily tax administration and management are carried out by the accounting supervisors of each business entity, with support from qualified and experienced tax professionals to assist accounting supervisors in fulfilling tax obligations. In addition, external tax advisory institutions are engaged to strengthen professional expertise.

Furthermore, in accordance with Article 31 of the Company's *Corporate Governance Best Practice Principles*, accounting supervisors and relevant personnel are required to complete professional continuing education related to accounting and taxation each year to enhance the quality of financial reporting and ensure compliance in tax operations.

Internal Audit

The Internal Audit Department conducts annual reviews of the tax governance policy and control framework to ensure effective implementation and continuous improvement of the Company's tax governance system.

To ensure consistency in handling tax matters across the Company and its subsidiaries, and to ensure all tax opinions, planning, and structures comply with the principles set forth in Article 3, subsidiaries must report the following cross-border or non-routine tax matters to the head of the Company's Finance and Accounting Center. The Company may participate in the matter, request supporting information, or require corrective actions when necessary.

- Changes in equity ownership.
- Mergers and acquisitions, or significant domestic and overseas business structure planning, disposals, and tax decisions.
- Tax opinions, planning, tax decisions, or risk assessments related to significant transactions.
- Significant or potentially disputed communications with tax authorities (excluding routine corrections, non-disputed matters, or simple information submissions).
- Discussions with external auditors regarding significant tax matters or disputes.
- Tax investigations by authorities or potential tax law violation risks.
- Significant tax matters or disputes related to domestic or overseas operations or investments.
- Other tax matters with a material impact on the financial statements.

Tax Communication and Annual Tax Payment Status

Principles for Communication with Tax Authorities

- Proactively consult with competent authorities when there are uncertainties regarding the application of tax regulations in daily operations.
- Complete all tax compliance filings required by regulations in a timely manner.
- Maintain communication with tax authorities to understand the applicability of implemented policies and actively participate in related initiatives.
- Conduct regular semiannual reviews and perform additional analyses in response to significant regulatory updates when necessary.

International Tax Compliance

The Company has established a *Tax Policy* as the basis for its tax governance and maintains a reasonable tax burden in its major operating countries. In accordance with Taiwan transfer pricing regulations and the OECD Base Erosion and Profit Shifting (BEPS) Action 13 requirements, the Company completed the filing of the 2024 Country-by-Country Report. The Company will also complete the 2025 global minimum tax notification procedures and Country-by-Country Report filing in 2026 in accordance with BEPS Pillar Two regulations adopted by each jurisdiction.

The effective tax rate remained between 18.57% and 19.81%, while the effective income tax paid ranged from 17.13% to 19.07%. By maintaining a reasonable tax burden in its major operating countries, the Company fulfills its corporate social responsibility.

Tax Information for the Past Three Years

Unit: NT$ thousand

Financial Information	2023	2024	2025
Operating revenues	34,792,557	35,668,386	39,447,844
Profit before income tax	4,923,955	5,855,472	6,710,782
Income tax expense	966,538	1,159,961	1,246,517
Effective Tax Rate	19.63%	19.81%	18.57%
Current Income Tax Paid	843,265	1,116,921	1,241,504
Effective Income Tax Rate for Current Income Tax Paid	17.13%	19.07%	18.50%

Calculation Notes:

- The Company’s tax information is prepared in accordance with tax regulations in different jurisdictions, including value-added tax, income tax, and other related taxes and charges.
- Other taxes and charges include regional taxes and other surcharges.
- Income tax expense and effective tax rates for 2025 were calculated in accordance with local tax regulations and applicable tax incentive policies.

3.2 Corporate Governance

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

Sound corporate governance is the foundation of sustainable business operations. Getac strictly complies with the *Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies* and related regulations issued by competent authorities, while continuously enhancing corporate governance practices in line with evolving standards. Efforts include protecting shareholders' rights, strengthening Board operations, enhancing information transparency, and fulfilling corporate social responsibility to build long-term sustainability capabilities.

To align its corporate governance framework with international standards, Getac has established inclusion in the top 5% of the TWSE Corporate Governance Evaluation for listed companies as its mid- to long-term corporate governance goal. The Company actively responds to governance evaluation indicators and continuously improves its governance practices. From the 6th (2019) through the 12th Corporate Governance Evaluation, Getac consistently ranked within the top 6%–20% among listed companies.

Corporate Governance Structure

The Board of Directors of Getac Holdings is the Company's highest governance body. Under the Board are three functional committees: the Audit Committee, Compensation Committee, and Sustainable Development Committee, as well as the Internal Audit unit and Corporate Governance Officer. The Company maintains a clearly defined organizational structure with well-established responsibilities across management functions. Please refer to the Getac Holdings organizational chart on the following page for details. Guided by the Board's operational policies, the management team plans and executes business strategies and oversees all operational activities of the Company. The management team consists of professionals from various fields with extensive industry and management experience.

Board of Directors and Functional Committees

Board of Directors

To strengthen corporate governance and promote a sound Board structure under its diversity policy, the Company adopts a candidate nomination system in accordance with the Articles of Incorporation for the nomination of Board candidates. Nomination and selection criteria include candidate independence, professional background, relevance to the Company's operational development, and Board diversity considerations. Following Board approval, 10 directors are elected by shareholders at the shareholders' meeting, with each term lasting three years.

Based on operational needs and development strategies, the Board has established appropriate diversity policies, including:

- **Basic qualifications and values:** gender, age, nationality, and culture. The Company values gender equality in Board composition and aims for directors of either gender to account for at least one-third of Board seats. Currently, two of the ten Board seats are held by female directors. The Company will continue to appoint qualified and professional director candidates to meet gender diversity objectives.
- **Professional expertise and skills:** business judgment, accounting and financial analysis, business management, crisis management, industry knowledge, global market perspectives, leadership, and decision-making capabilities.

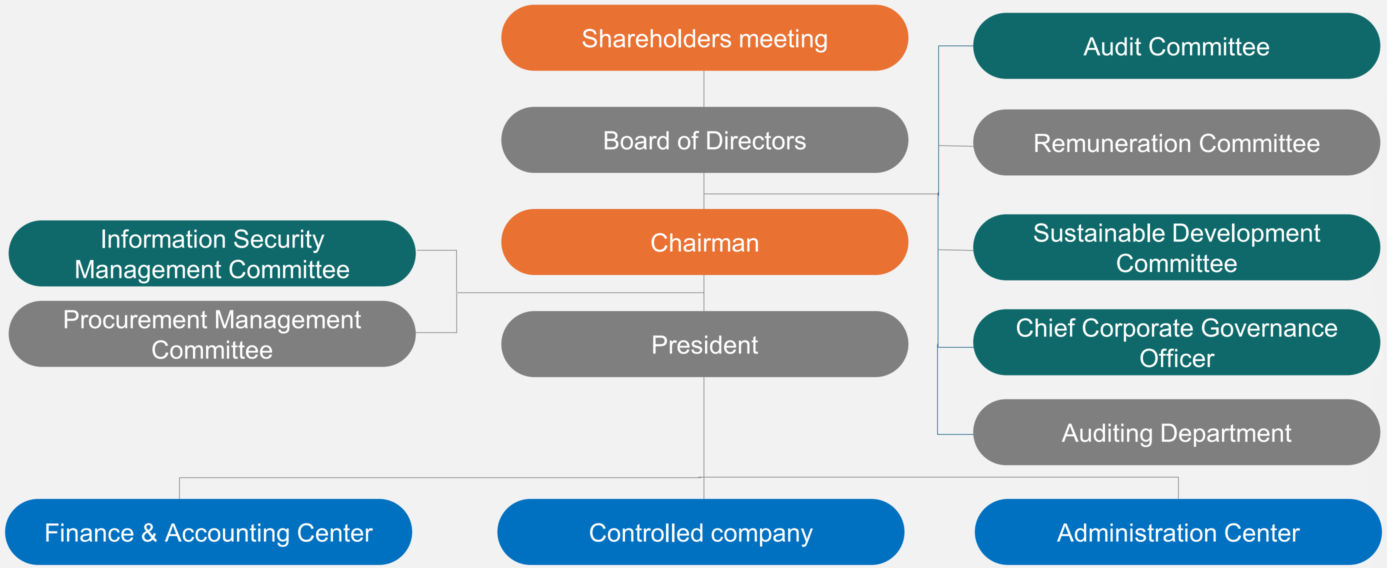
During the current Board term (2025.05.22–2028.05.21), Mr. James Hwang serves as Chairman of the Board and concurrently as President, based on considerations of the Company's current development strategy and operational efficiency. The Board is fully aware of and continues to oversee the operation of related governance mechanisms. Among the ten Board seats, two directors are employee representatives, and four seats are held by independent directors, all of whom are independent external professionals, representing 40% of the Board. As of the end of 2025, all four independent directors met the independence requirements set forth in the *Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies*, as well as the independence requirements under Article 26-3, Paragraph 3 of the Securities and Exchange Act. Except for two directors who are related within the second degree of kinship, no spousal or second-degree familial relationships exist among the remaining directors.

To further enhance Board diversity, one additional female director will be appointed in 2026, increasing the proportion of female directors to 20%. Profiles of Board members are available on pages 4-6 of the Company's Annual Report. Information regarding independence, professional qualifications, and diversity is provided on pages 13-14 of the Annual Report.

Board Operations

To ensure effective Board operations, the Company has adopted the *Standard Operating Procedures for Handling Directors' Requests* (including responsible personnel and processing timelines) to provide appropriate and timely responses to directors' requests. In addition, during Board meetings, managers from major business units, as well as representatives from the finance/accounting and internal audit departments, regularly report to the Board to support the integration of risk assessment and control oversight into the Company's decision-making process. In 2025, the Board convened six regular meetings, with an average attendance rate of 98.33%. Details of Board operations are available in the "BOD Resolutions" section of the Company's Corporate Governance webpage.

Getac Organization Chart



- Rugged Computing Solutions BG
- Mechatronic & Energy Business Group
- Plastic Business Group
- Automotive Business Group
- Aerospace Fasteners Group
- Others

Board Composition Structure

Independent Director Ratio	Ratio of Directors Concurrently Serving as Company Managers (Employee Directors Ratio)	Female Director Ratio
40%	20%	20%

	Board of Directors	Remuneration Committee	Audit Committee	Sustainable Development Committee
Chairman	James Hwang	Lin, Kuan-Ming	Chang, Chia-Hsin	James Hwang
Members	Miau, Matthew Feng Chiang Tsai, Feng-Tzu Lin, Chuan-Cheng Chou, Teh-Chien (re-designated as Yang, Hsiang-Yun on January 17, 2026) Miau, Scott-Matthew **Independent Directors:** Lin, Kuan-Ming Lin, Long-Song Chang, Chia-Hsin Wang, Po-Hsia	**Independent Directors:** Chang, Chia-Hsin Lin, Long-Song Wang, Po-Hsia	**Independent Directors:** Chang, Chia-Hsin Lin, Long-Song Wang, Po-Hsia	**Independent Directors:** Chang, Chia-Hsin Wang, Po-Hsia
Attendance Rate	Number of Meetings in 2025: 6 Average Attendance Rate 98.33%	Number of Meetings in 2025: 3 Average Attendance Rate 100%	Number of Meetings in 2025: 4 Average Attendance Rate 100%	Number of Meetings in 2025 :2 Average Attendance Rate 100%

Remuneration Committee

The Remuneration Committee consists of four members, all of whom are independent directors, with a male-to-female ratio of 3:1. The current term of the Committee is from May 22, 2025 to May 21, 2028. The Committee convenes twice annually. In 2025, three meetings were held, with an overall attendance rate of 100%. Detailed information on individual members and Committee operations is available on pages 34-38 of the Annual Report.

Audit Committee

The Audit Committee consists of four members, all of whom are independent directors, with a male-to-female ratio of 3:1. The current term of the Committee is from May 22, 2025 to May 21, 2028. The Committee convenes at least once every quarter. In 2025, four meetings were held, with an overall attendance rate of 100%. Detailed information on individual members and Committee operations is available on pages 23–25 of the Annual Report.

Sustainable Development Committee

The Sustainable Development Committee consists of three members, including two independent directors, with a male-to-female ratio of 2:1. The current term of the Committee is from May 22, 2025 to May 21, 2028. The Committee convenes at least twice annually. In 2025, two meetings were held, with an overall attendance rate of 100%. Detailed information on individual members and Committee operations is available on pages 39–41 of the Annual Report and pages 26–28 of this Report.

Board Performance Evaluation

The Company has established the *Board Performance Evaluation Guidelines*. At the end of each year, the Board conducts self-evaluations for the overall Board, individual directors, and functional committees (Audit Committee, Remuneration Committee, and Sustainable Development Committee).
Evaluation criteria for directors include understanding of corporate goals and duties, participation in Company operations, internal communication and collaboration, professional expertise and continuing education, and internal control oversight.
The 2025 Board performance evaluation results were reported to the Board on February 26, 2026. Related evaluation results are available in the “Corporate Governance” section under “Governance Documents” on the Company’s website.

Continuing Education on Sustainability for Board Members

To enhance the Board’s understanding and governance effectiveness regarding sustainability-related issues, the Company arranges annual continuing education programs covering topics such as corporate governance, sustainable finance, climate change, ESG trends, regulatory compliance, and the overall economic environment. These programs strengthen the Board’s oversight and decision-making capabilities related to sustainability risks and opportunities.

In 2025, the Board completed a total of 78 training hours, averaging approximately 7.8 hours per director. Among them, 51 hours were related to sustainability development, climate change, and ESG governance. Through continuing education, Board members enhance their understanding of sustainability issues and related regulations, providing important support for the Board’s governance and oversight responsibilities. Details of Board training programs are available in the Sustainability section of the Getac Holdings website.

Conflict of Interest Avoidance

To prevent conflicts of interest involving the highest governance body, Article 15 of the Company’s *Rules of Procedure for Board Meetings* stipulates that any director who has a conflict of interest with a proposal submitted to the Board, either personally or on behalf of a legal entity, must disclose the material aspects of such interest during the meeting. Where there is potential harm to the Company’s interests, the director shall not participate in discussion or voting, must recuse himself or herself during deliberation and voting, and may not exercise voting rights on behalf of another director. Directors are also expected to exercise self-discipline and avoid improper mutual support to ensure the independence and fairness of corporate governance.
The Company also discloses conflict-of-interest related information in the 2025 Annual Report, including:

- Directors’ recusal from proposals involving conflicts of interest (see page 21 of the Annual Report).
- Directors’ positions held in other companies (see pages 4-6 of the Annual Report).
- Information regarding related-party, spousal, or second-degree familial relationships among the top ten shareholders (see page 76 of the Annual Report).

Internal Control System

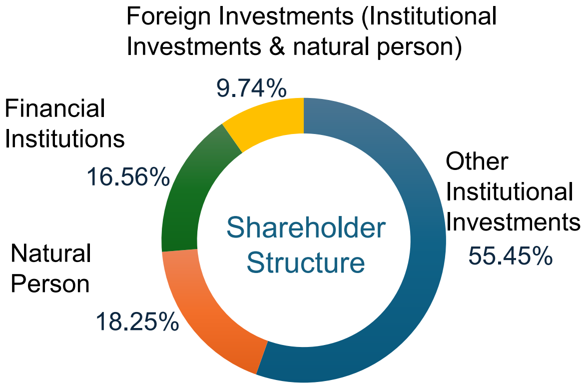
The Company has established an internal control system and organizational management framework in compliance with applicable regulations. An Internal Audit unit operates under the Board of Directors and is staffed with one chief audit executive and several professional auditors holding certifications such as Certified Internal Auditor (CIA) and Certified Information Systems Auditor (CISA).
Internal auditors are required by law to complete at least 12 hours of continuing professional education annually. The appointment and dismissal of the chief audit executive must be approved by the Audit Committee and resolved by the Board. The Internal Audit unit reports directly to the Board to ensure its independence and objectivity.

The Company's internal control system includes the management and oversight of operational risks to support risk mitigation and business continuity across operating sites. Based on annual risk assessments, the Internal Audit unit prepares annual audit plans and conducts monthly audits through professional audit procedures. Audit reports are submitted to independent directors for review. The chief audit executive regularly attends Board meetings to report audit findings and review results, including the effectiveness of internal control design and implementation, operational effectiveness and efficiency, reliability, timeliness and transparency of reporting, and regulatory compliance. These measures help reduce risks to an acceptable level, respond to rapidly changing business environments, and protect stakeholder interests.

In response to amendments to Article 14-6 of the *Securities and Exchange Act* regarding frontline employee compensation, the Company established procedures in 2025 for the "*Periodic Assessment of Eligible Frontline Employees*" After Board approval, the procedures were incorporated into the internal control system to ensure compliance in the identification of eligible employees and the execution of compensation allocation procedures. Regarding sustainability information management and audit, the Internal Audit unit has incorporated sustainability information management into its annual audit plan and completed related audits for 2025. Internal Audit also regularly reviews the planning and implementation progress of the Company's IFRS Sustainability Disclosure Standards adoption plan. The audit results for the current year were reported to the Board on May 9, 2025.

Protecting Shareholders' Rights and Interests

The Company places great importance on corporate governance and the protection of shareholders' rights and interests. It continues to enhance its governance framework, strengthen Board functions, and improve the transparency and timeliness of information disclosure to ensure fair treatment of shareholders. The Company convenes annual general shareholders' meetings in accordance with applicable regulations. Since 2023, major shareholder questions and the Company's responses have been documented, with meetings fully audio- and video-recorded. Relevant meeting handbooks and minutes are disclosed on the Company's website. The Company also provides information in both Chinese and English, including press releases, annual reports, sustainability reports, material announcements, shareholders' meeting documents, and meeting minutes. Operational and financial information is disclosed in a timely manner through the Market Observation Post System (MOPS) and the Company's website in accordance with applicable regulations.



Source: Taiwan Depository & Clearing Corporation, Data cut off date was on March 27, 2026.

The shareholders' meeting adopts electronic voting and also provides a written voting mechanism, allowing shareholders to exercise voting rights electronically. The Company has also established spokesperson and acting spokesperson systems responsible for external communications. All information disclosure procedures are handled in accordance with the regulations governing material information disclosures for listed companies to ensure the accuracy, consistency, and timeliness of disclosed information. In addition, the Company regularly updates Chinese and English investor conference presentation materials in the Investor Relations section of its website for reference by domestic and international investors.

Investor Relations Communication

- **Communication Channels**

  The Company has dedicated Investor Relations (IR) and shareholder services teams that provide consultation channels via telephone and email. In 2025, the Company hosted or participated in five investor conferences, along with multiple small-group investor meetings.

- **Key Investor Concerns and Responses in 2025**
  - **Key topics of concern:** operational strategies, business outlook, dividend payout ratio, and dividend distribution schedule.
  - **Response approach:** inquiries from retail and institutional investors were addressed promptly through investor conferences, small-group meetings, telephone calls, and emails. Key feedback and suggestions were consolidated and communicated to management as references for decision-making.
  - **ESG topics of concern:** carbon reduction progress, renewable electricity procurement ratio, recycled material adoption ratio, explanations regarding directors' non-compete exemptions, and directors' concurrent positions.
  - **Response status:** the Company responded to inquiries from three institutional investors during the shareholders' meeting, explaining improvement measures and implementation progress. Relevant responses were included in the meeting minutes and publicly disclosed.

Investor Inquiry and Complaint Contact Channel

Investor Relations Irene Sun
Tel：02-2785-7888 #5124; stocks@getac.com.tw
Getac Holdings Website「Investor Relations Section」

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

3.3 Risk Management

Looking back on 2025, the global political and economic landscape entered another period of significant transformation, with uncertainty surrounding tariff policies affecting corporate operations, management, and global business deployment strategies. Rising trade protectionism, ongoing U.S.-China strategic competition, and U.S. tariff and trade restrictions targeting specific industries and countries have had far-reaching impacts on global manufacturing cost structures, supply chain configurations, and localization strategies. Differences in political positions and strategic interests among countries have also led to frequent updates to embargo lists and export control regulations, requiring companies to closely monitor regulatory developments and respond to increasingly stringent compliance risks.

In addition, the increasing frequency of extreme climate events worldwide has posed challenges to operational stability and resource management. As artificial intelligence becomes more deeply integrated into corporate workflows, cybersecurity threats have become more frequent and sophisticated, creating greater challenges for corporate information security protection. Meanwhile, global attention to human rights and corporate social responsibility—including forced labor, supply chain transparency, and human rights due diligence—has evolved from voluntary initiatives into mandatory requirements and integrated management practices. Strengthening human rights governance has therefore become an essential element of sustainable corporate development.

In its annual risk identification process, the Company not only follows domestic regulations and guidance, such as the *Risk Management Best Practice Principles for TWSE/TPEx Listed Companies*, but also continuously references international sustainability disclosure standards and frameworks, including TCFD (Task Force on Climate-related Financial Disclosures), ISSB (IFRS Sustainability Disclosure Standards), GRI Standards, OECD Due Diligence Guidance for Responsible Business Conduct, ILO Core Conventions, and CDP (Carbon Disclosure Project). The Company also considers the latest annual risk insights published by external organizations such as the World Economic Forum's *Global Risks Report*. By comprehensively assessing emerging risks related to global politics and economics, climate change, human rights, and supply chains, the Company incorporates these considerations into its risk management and governance mechanisms in a timely manner to support sustainable operations and strengthen corporate resilience.

Risk Governance Structure

The Board of Directors is the Company's highest governing body for risk management, responsible for approving risk management policies, overseeing overall implementation, and assuming ultimate responsibility for risk management. The Board regularly reviews the impact of major risks on operations to ensure the effective operation of the risk management framework.
Under the Board, the Company has established a Sustainable Development Committee, with a Risk Management Team and a Climate Risk Team operating under the Committee. These teams are responsible for the identification, assessment, and integrated management of enterprise risks and climate-related risks, and regularly report to the Sustainable Development Committee and the Board.

The responsibilities of each organizational unit are as follows:

- **Board of Directors:** Based on regulatory compliance, business strategies, and the overall operating environment, the Board approves risk management policies, oversees implementation, and assumes ultimate responsibility for risk management.
- **Risk Management Team:** Reporting to the Sustainable Development Committee, the team is responsible for establishing and integrating the enterprise risk management framework, promoting the implementation of risk management procedures, and regularly reporting risk management results to the Sustainable Development Committee and the Board.
- **Climate Risk Team:** Reporting to the Sustainability Development Committee, the team is responsible for identifying and managing climate-related risks and opportunities, and providing relevant results to the Risk Management Team for integration into the overall enterprise risk management framework.
- **General Managers / COOs of subsidiaries and department heads:** These are the responsible units for executing risk management. They are responsible for identifying, assessing, and monitoring risks related to their operations, and for establishing preventive and response measures to ensure effective implementation.

For more information on the Company's sustainability governance structure, please refer to Section 2.4 "Sustainability Governance Structure and Operations Status" of this Report. Details regarding climate governance and response measures are provided in Section 4.1 "Climate Action."

Risk Management Procedures

1. **Risk Scope Definition:** The Risk Management Team provides reports on emerging risks and opportunities related to international and industry trends as reference materials for risk owners when defining risk categories.

2. **Risk Identification:** Risk owners conduct annual assessments to identify potential risks across various risk categories and determine key risk issues faced by the Company.

3. **Risk Analysis:** After identifying potential risk factors, risk owners evaluate the impact of risks on the Company using risk management assessment scales. The results serve as references for determining risk management priorities and selecting response measures.

4. **Risk Matrix:** The Risk Management Team develops an operational risk matrix (Risk Map) for identified risks based on likelihood (L) and impact (I).

5. **Risk Prevention and Response**
After assessing and consolidating risk items, risk owners evaluate the acceptability of identified risks, select appropriate risk response strategies, formulate prevention plans, and implement suitable response measures. Risk response strategies include, but are not limited to, pursuit, acceptance, mitigation, transfer, and avoidance strategies.

6. **Risk Monitoring**
Each risk owner manages risks related to its business operations, formulates response measures, and submits risk information and corresponding actions to the Risk Management Team. The Team monitors changes in the operational risk matrix, ensures response measures are properly implemented, and regularly reports risk management performance to the Sustainable Development Committee.

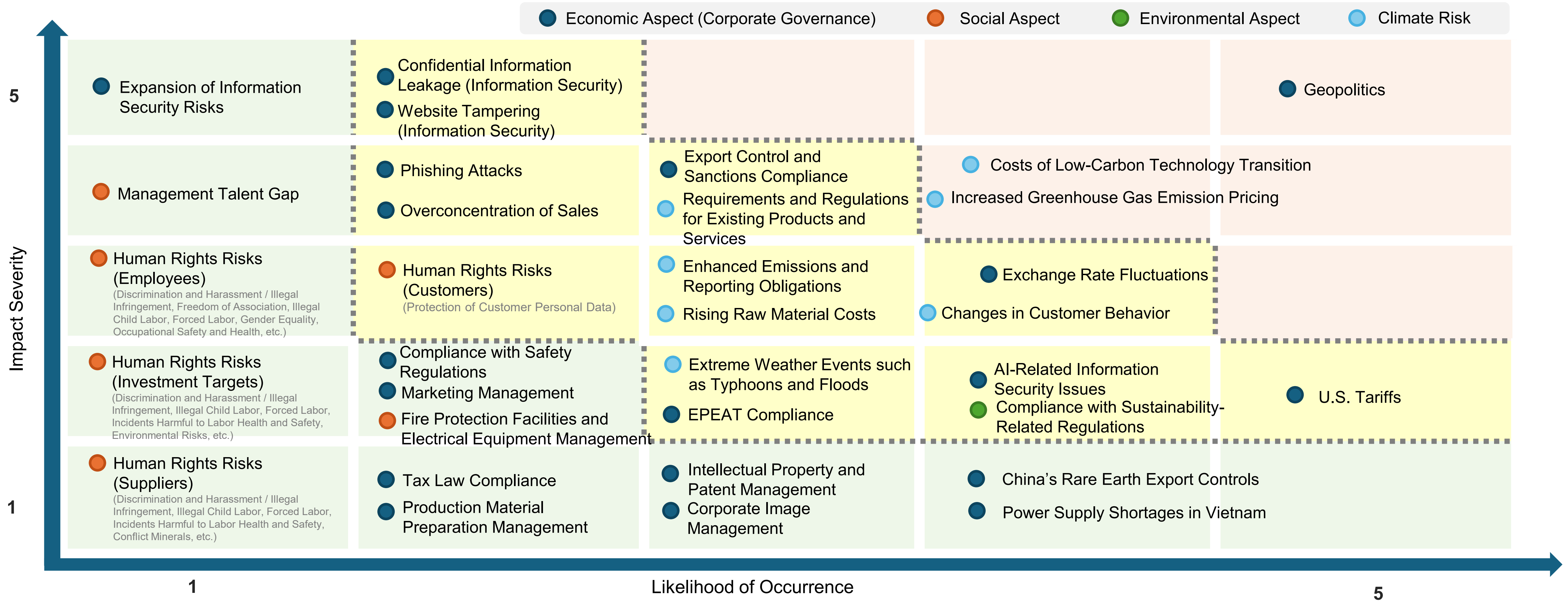
7. **Risk Information Disclosure**
The Sustainable Development Committee is responsible for overseeing the tracking of risk management key performance indicators (KPIs) and reporting the results to the Board of Directors. Relevant risk management operations and performance outcomes have been incorporated into the preparation and disclosure of the Annual Report and Sustainability Report to enhance transparency and strengthen stakeholder communication.

Risk Management Training

In September 2025, the Company conducted risk management training across entities within the consolidated reporting scope under the theme “Essential Knowledge of Enterprise Risk Management,” primarily targeting indirect employees. The training covered the relationship between enterprise risk management and employees, the objectives and processes of risk management, and practical case studies to strengthen employees’ risk identification and response capabilities. A total of 3,141 employees completed the training, with a completion rate of 90.4%.

Risk Identification

In 2025, the Company conducted risk identification covering entities representing more than 90% of consolidated revenue, consistent with the reporting scope of this Report. Risk values were assessed based on the likelihood of occurrence (L) and impact severity (I), using the formula R = L × I. A total of 39 risks were identified, including 1 high-risk item, 11 medium-risk items, and 27 low-risk items. Key risks included geopolitical issues, tariff policies, export controls, cybersecurity threats, and sustainability regulations. The Company has identified AI-related cybersecurity as an emerging risk, including data leakage, deepfakes, model misuse, and increasingly sophisticated cyberattacks, and has incorporated it into its risk management and ongoing monitoring framework. A climate risk assessment was also conducted, identifying seven climate-related risks: six transition risks and one physical risk. Differentiated management measures are adopted based on the assessed risk level. Low-level risks are generally managed through risk acceptance strategies, while medium- and high-level risks require specific response plans and continuous monitoring. Details are provided in the risk matrix.



Risk Response and Control Measures

The Company has established corresponding preventive and response measures for major risk items to reduce potential impacts on operations. Relevant measures are summarized in the table below. For response measures related to climate risks, please refer to Section 4.1 “Climate Action” of this Report.

Risk Item	Risk Level	Potential Impact on Operations	Risk Prevention and Response Measures
Geopolitics	High	In response to U.S.-China geopolitical tensions and supply chain restructuring trends, countries are gradually resisting China-made products, resulting in: (1) stricter CBP reviews on TAA transformation; (2) accelerated “de-Chinaization” and promotion of ABC supply chains; and (3) a shift in design and manufacturing toward MIT, leading to increased costs and the need to adjust product specifications and SKUs.	• Continuously monitor TAA substantive transformation requirements and adjust manufacturing processes accordingly. • Increase the proportion of R&D design and procurement materials sourced from non-China regions. • Regularly review whether RFPs issued by U.S. federal procurement agencies contain U.S.-content requirements and formulate corresponding response measures.
U.S. Tariffs	Medium	The U.S. government’s frequently changing high-tariff policies impose elevated tariffs on non-U.S.-made products, resulting in increased import costs and changes in end-product pricing in the U.S. market. The Company must therefore prepare multiple response measures to address tariff uncertainties.	• Seek legal avenues to reduce or exempt tariffs on the Company’s products. • Evaluate the feasibility of establishing production bases or partnering with local manufacturers in regions with lower reciprocal tariffs in the U.S.
Export Control and Sanctions Compliance	Medium	The Company must pay close attention to export control and sanctions lists issued by governments worldwide and avoid transactions with sanctioned customers or suppliers. Violations could result in sanctions and adversely affect the Company’s interests.	• Continuously monitor export control and sanctions lists issued by various countries and manage counterparties through the E-Sanction system to avoid dealings with sanctioned entities. Regularly review China-related sanctions regulations and entity lists to ensure compliance.
Exchange Rate Fluctuations	Medium	Most subsidiary transactions are denominated in U.S. dollars. Significant fluctuations in USD exchange rates caused by international political and economic developments may lead to consolidated foreign exchange losses.	• Increase USD-denominated receipts and payments to achieve natural hedging effects. • Adjust foreign exchange positions flexibly through weekly foreign exchange team discussions on market trends to manage exchange rate risks.
EPEAT Compliance	Medium	The U.S. federal government requires its agencies to procure IT products certified under EPEAT. Many state governments and private enterprises have also adopted EPEAT as a procurement benchmark. Failure to obtain Gold certification may disqualify the Company from participating in certain tenders, thereby affecting business competitiveness and revenue.	• Establish a NEW EPEAT project team composed of multiple internal departments to execute certification projects and system architecture development, aiming to achieve Gold certification. • Apply international standards in product design, component selection, and material sourcing for mass production to ensure the absence of hazardous substances and compliance with EPEAT requirements.
Overconcentration of Sales	Medium	If customers discontinue or significantly reduce procurement volumes, the Company’s revenue and profitability may decline.	• Avoid overreliance on a single brand or industry by expanding customer sources in the automotive and industrial sectors to enhance industry diversification. • Regularly evaluate customer credit conditions and order stability and establish early warning mechanisms.

Risk Item	Risk Level	Potential Impact on Operations	Risk Prevention and Response Measures
Confidential Information Leakage	Medium	Hacker intrusions or cloud data leaks may result in the disclosure of confidential information, causing loss of customer trust, regulatory penalties, and reputational damage.	• Follow the Company's information security SOPs by encrypting confidential information during transmission. • Deploy database firewalls and monitor sensitive data.
Phishing Attacks	Medium	Hackers may implant malware through phishing emails to damage computer systems or steal critical information, potentially causing reputational damage, customer loss, and significant financial losses.	• Strengthen information security measures, including regular employee training and social engineering drills, deployment of firewalls and intrusion detection systems, use of antivirus and vulnerability scanning tools, implementation of strong passwords and multi-factor authentication, and regular software updates to enhance overall cybersecurity protection.
Website Tampering	Medium	Unauthorized tampering with the Company's official website may result in malware infections for users, legal disputes, loss of trust, reputational damage, and penalties arising from data breaches.	• Regularly monitor the Company website, prevent tampering, and conduct immediate repairs. Perform website vulnerability scans and manage external cybersecurity exposure while closely monitoring risks associated with externally accessible services.
AI-Related Information Security Issues (New)	Medium	Employees improperly uploading confidential information to public cloud AI tools may expose the Company to contract breaches, technology leakage, and disclosure of critical business information, affecting operations.	• Review *AI Tool Usage Management Policy* and clearly define principles for employees' use of AI tools in the workplace. Conduct training and awareness programs to enhance information protection awareness. • Develop internal AI tools not connected to external networks for employee use.
Compliance Risks Related to Sustainability Regulations	Medium	In response to climate change and improved living conditions, governments worldwide are increasingly introducing sustainability-related regulations (including climate change, human rights, supply chain management, and sustainability information transparency) and stricter sustainability standards for global trade. This may result in: (1) reputational damage from fines or tax penalties; and (2) the need for additional resources and talent to ensure compliance.	• Regularly review the Company's ESG policies and Supplier ESG Code of Conduct to ensure compliance with relevant laws and regulations. • Strengthen sustainability communication with the supply chain and complete annual supply chain due diligence. • Plan and complete greenhouse gas inventory disclosures and verification.
Customer Personal Data Protection	Medium	Leakage or unauthorized use of customer personal data may result in theft or misuse of customer information, potentially causing disputes or regulatory violations.	• Regularly conduct cybersecurity scans and vulnerability updates for cloud platforms and edge devices. Establish cross-system review mechanisms for customer personal data transfers and periodically review customer data and personal information handling practices to ensure compliance with GDPR and EU regulations. Only necessary information is collected, consent mechanisms are established, privacy policies are disclosed, and compliant SaaS services are used within the EU. In addition, TISAX annual audits and employee training programs are conducted to strengthen cybersecurity and compliance awareness.

3.4 Business Integrity and Regulatory Compliance

3.4.1 Ethical Management

The Company has established a comprehensive ethical management system and policy framework to implement integrity-based corporate governance through clear regulations, including:

- **Code of Ethical Conduct:** Established in accordance with the template provided by competent authorities and approved by the Board of Directors, the Code applies to directors, managers, and all employees. It requires compliance with applicable laws and regulations and prohibits any unethical conduct, including bribery, offering improper benefits, unfair competition, illegal political contributions, and inappropriate donations or sponsorships, while also emphasizing intellectual property protection. For counterparties involved in unethical conduct, the Company will take appropriate actions in accordance with established procedures. A whistleblower protection mechanism is also in place to ensure confidentiality of reporting channels.

  To address integrity-related risks, the Company has established corresponding internal control mechanisms as well as preventive and corrective measures. Based on risk assessments, the Internal Audit unit develops audit plans and regularly reviews the effectiveness of system implementation to ensure the effective execution of ethical management practices. The Company has also established conflict of interest management, internal control, and accounting systems to strengthen risk prevention mechanisms. The Company discloses its integrity policy to suppliers, customers, and other business partners, and takes appropriate actions when unethical conduct is identified. In addition, a whistleblower protection mechanism has been established, and the Internal Audit unit regularly reviews the implementation of the relevant systems.

- **Anti-Corruption and Anti-Money Laundering Policy:** Signed and publicly endorsed by the Chairman, the policy follows the *United Nations Convention against Corruption (UNCAC)* and applicable laws and regulations in operating locations, adopting a zero-tolerance approach toward corruption and money laundering. The policy is integrated into the internal control system and linked with the *Code of Ethical Conduct* and related codes of conduct to prevent risks related to corruption, money laundering, and violations of international sanctions, thereby fostering a culture of integrity and ethical business conduct.

- **Related Party Transaction Procedures:** The Company has established the *Related Party Transaction Procedures* as an important basis for managing related party transactions. In addition to complying with the internal control system, transactions involving the acquisition or disposal of assets must also follow the *Procedures for Acquisition or Disposal of Assets* to ensure that transaction processes, review mechanisms, and information disclosures comply with applicable regulations and Company policies. Through systematic management, the Company strengthens the compliance, reasonableness, and transparency of related party transactions while protecting corporate and shareholder interests.

- **Code of Conduct for Directors and Employees:** The Company requires directors and all employees to uphold high standards of professional ethics. Directors are required to follow the *Code of Ethical Conduct* and lead by example in ethical management practices. Employee labor contracts include provisions related to integrity, conflict of interest avoidance, and professional conduct. The *Employee Code of Conduct* also clearly prohibits corruption, abuse of authority, bribery, and other improper behavior. Violations are handled in accordance with the *Employee Reward and Disciplinary Measures*. Serious violations may result in dismissal and legal action, and may be referred to judicial authorities when necessary. Employees in sensitive positions are also required to sign confidentiality agreements to strengthen risk control.

Overall, the Company has established an integrity governance framework extending from the Board of Directors to frontline employees and throughout the supply chain, embedding integrity values into its corporate culture and daily operations.

Risk Assessment and Response Mechanisms

The Company has established a systematic anti-corruption risk assessment mechanism. Each year, the Internal Audit unit conducts risk identification and assessment for the Company and its subsidiaries, and implements appropriate response measures, internal controls, and audit mechanisms to continuously reduce corruption risks. In 2025, all companies included in this Report (the parent company and 10 subsidiaries) completed the assessment, achieving 100% coverage. The assessment covered 11 major risk areas, including unethical conduct, conflicts of interest, procurement and payment, sales and collection, engineering bidding, and acceptance procedures. In accordance with the Company's risk management procedures, risks are evaluated based on likelihood and impact (Risk Value R = Likelihood L × Impact I), with results presented in a risk matrix. The likelihood assessment is classified based on the number of substantiated corruption cases identified over the past two years. Based on the assessment results, medium- and high-risk issues are included in key management areas, and the Company implements measures such as strengthening internal controls and revising relevant procedures to reduce risk levels.

In the 2025 risk assessment results, among the 11 issues evaluated, 10 were classified as low risk and 1 as medium risk. No material potential corruption risks were identified, indicating that the current anti-corruption system is operating effectively and overall risks remain within a controllable range. Details of the medium-risk item and the corresponding response measures are presented in the table below.

Anti-Corruption Risk Assessment Results

Function / Role	Anti-Corruption Issue	Affected Parties	Risk Level
Employees	Dishonest Conduct	Employees, Suppliers, Customers	Medium
Directors	Conflict of Interest	Company	Low
Finance	Financial Matters – Collection Operations	Company, Customers	Low
Finance	Financial Matters – Payment Operations	Company, Suppliers	Low
Sales / Business	Sales and Collection Operations	Company, Customers	Low
Procurement	Procurement and Payment Operations	Company	Low
R&D	Procurement and Payment for R&D Materials / Equipment	Company	Low
Warehouse Management	Warehouse Management	Company	Low
Quality Assurance	Incoming Material Quality Inspection	Company, Customers	Low
Personnel with Conflicting Duties	Duty Conflict	Company and Employees	Low
Construction	Engineering Tendering and Acceptance	Company and Employees	Low

Remedial Measures

Risk Description: During business operations, directly or indirectly offering, promising, requesting, or accepting improper benefits, or engaging in conduct that violates integrity and professional standards.

Main Response Actions:

1. Establish codes of ethics and related regulations.
2. Implement whistleblowing and whistleblower protection mechanisms.
3. Establish stakeholder feedback channels.
4. Conduct regular anti-corruption and anti-money laundering awareness programs.
5. Establish a Supplier Code of Conduct and require integrity commitments.
6. Define principles for the acceptance and handling of gifts.
7. Conduct regular internal audits to review compliance with ethical management policies and preventive measures.

To ensure that integrity management practices are implemented in employee conduct and supply chain management, the Company requires the signing of relevant integrity, compliance, and confidentiality documents by personnel in different roles and at key stages, to clearly define responsibilities and obligations and strengthen risk control mechanisms.

Integrity Management Document Signing Requirements

Identity	Timing	Required Documents
Governance Units and Management	Upon Appointment	Director Declaration
New Employees	Upon Onboarding	Employment Agreement / Labor Contract
		Employee Safety Production Responsibility Statement
		Personal Information Privacy Policy & Personal Declaration
		Employee Code of Conduct Acknowledgment
		Intellectual Property Declaration upon Employment
		Information Security Policy Declaration and Computer Usage Regulations
		Probation / Training Agreement
Current Employees	As Required by Project	Confidentiality Undertaking
	Annually	Conflict of Interest Declaration Form
		Confidentiality Undertaking
New Suppliers	Before Contract Signing	Long-Term Purchase Master Agreement
		Non-Disclosure Agreement
		Environmental Protection and Social Responsibility Commitment
		Restricted / Prohibited Substances Commitment
		Anti-corruption Undertaking
Existing Suppliers	Upon Contract Signing	Long-Term Purchase Master Agreement
		Non-Disclosure Agreement
		Environmental Protection and Social Responsibility Commitment

Notes:

- Employment agreements / labor contracts include provisions related to professional integrity, anti-corruption obligations, intellectual property protection, and confidentiality obligations.
- The long-term purchase master agreement includes clauses related to integrity, intellectual property and infringement liability, and confidentiality obligations.
- Anti-corruption Undertaking is required only when a single procurement amount reaches the prescribed threshold.

Whistleblowing and Whistleblower Protection Mechanisms

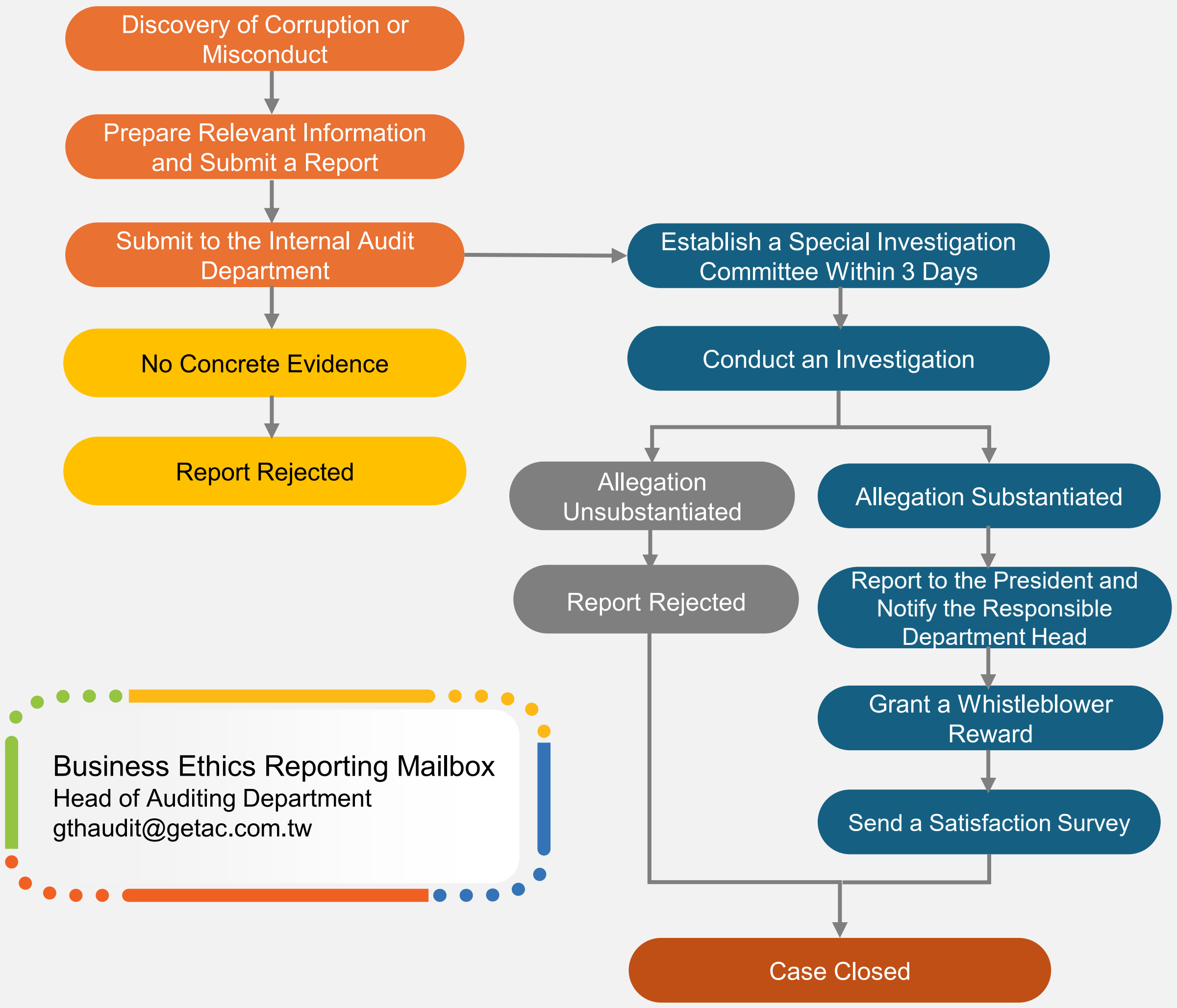
The Company has established a comprehensive whistleblowing and whistleblower protection system to encourage employees and stakeholders to report violations of professional ethics. Multiple reporting channels and protection measures are provided to ensure the effective operation of the reporting mechanism. Reporting email addresses and contact information are disclosed through the Company's website, corporate governance section, and procurement contracts. Internal and external parties—including employees, customers, suppliers, and other business partners—may submit reports or raise concerns, including anonymously, and all cases are handled with due care.

In accordance with the *Procedures for Reporting Corruption and Misconduct*, the Company adopts strict confidentiality and protection measures for whistleblowers, including confidentiality of identity information, separate storage and restricted access to case-related information, and prohibition of any form of retaliation. Any unauthorized disclosure, threats, or intimidation will be subject to disciplinary action in accordance with Company regulations. During the investigation process, confidentiality agreements and case-closing feedback mechanisms (satisfaction surveys) are also implemented to safeguard whistleblower rights and support continuous improvement of the system.

All reported cases are investigated by the Internal Audit unit or a designated independent investigation committee in accordance with internal procedures and applicable regulations. Cases are classified as major or general based on the estimated loss amount involved in the report. If the allegations are substantiated through investigation, the Company will impose appropriate disciplinary actions depending on the severity of the case, including warnings, demotions, or termination of employment. Remedial Actions actions will also be taken for improper business relationships involved, such as terminating cooperation with implicated suppliers, to uphold the principles of ethical management.

To encourage reporting, the Company has also established a reward mechanism for verified cases. Major cases are eligible for a fixed reward of NT$200,000, while general cases receive rewards equivalent to 5% of the estimated loss amount. Through these measures, the Company promotes a culture of integrity and transparency, encourages proactive reporting of misconduct, and safeguards the integrity of overall operations.

Whistleblowing Procedure for Corruption and Misconduct



Internal Control Audit and Oversight

The Company incorporates anti-corruption risk assessment results into its internal audit plan. Based on the assessment results of unethical conduct risks, the Internal Audit unit establishes annual audit priorities to review compliance with preventive measures and conducts at least one dedicated audit each year to verify the effectiveness of anti-corruption and anti-money laundering awareness programs and control measures.

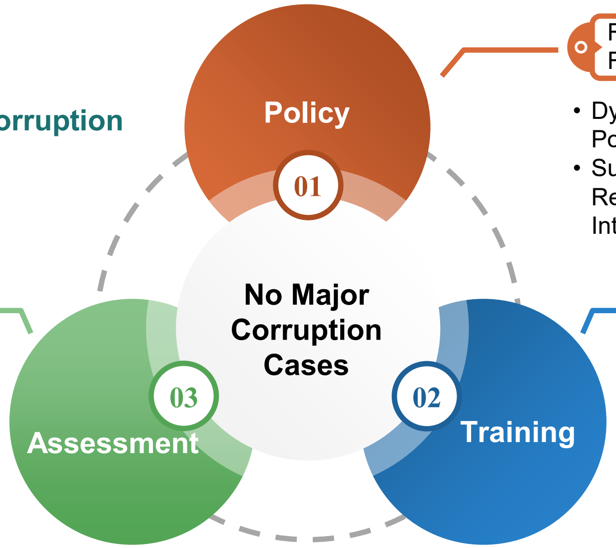
When necessary, external auditors or professional third parties may also be engaged to assist with audits to ensure the independence and professionalism of the assessment and control processes. Audit results are reported to senior management and the dedicated ethical management unit, and submitted to the Board for review to strengthen senior-level oversight and continuous improvement mechanisms. The Board also supervises the Company's efforts to prevent unethical conduct and reviews implementation effectiveness as appropriate to ensure the effective execution of integrity policies.

Education and Training

To strengthen integrity awareness and practical compliance capabilities, the Company continuously promotes anti-corruption and anti-money laundering training, incorporating related courses as mandatory training for directors, managers, and employees. Management and all employees of the Company and its subsidiaries are required to complete at least one online training session annually. Participants must achieve a full score on the post-training assessment to complete the course; otherwise, retraining is required until passing.

Training topics include anti-corruption and anti-money laundering policies, workplace anti-corruption practices, and insider trading prevention. Course design is continuously improved based on participant feedback to enhance overall coverage and effectiveness. In addition, the Company regularly reminds directors and managers via email to comply with insider trading regulations and uses calendar notification mechanisms to alert relevant personnel of blackout periods prior to statutory financial report announcements, thereby strengthening compliance awareness.

Continuous Enhancement of Anti-Corruption Internal Control Systems



Review the Integrity Governance Framework

- Dynamically Revise Ethical Management Policies and Procedures
- Subsidiaries Adjust Their Practices in Response to Local Regulations and Internal/External Environmental Changes

Enhance Anti-Corruption Awareness Among All Employees

- Conduct Regular Ethical Management and Anti-Corruption Training for All Employees
- Review Internal/External Documents and Update Training Materials to Strengthen Integrity Awareness and a Zero-Tolerance Approach to Corruption

Enhance Anti-Corruption Risk Assessment

- Regularly Review Risk Applicability and Adjust Risk Likelihood Assessments Based on Corruption Cases from the Past Two Years
- Subsidiary Risk Assessments Should Consider Organizational, Regulatory, and External Environmental Factors.

Anti-Corruption Training Statistics

Category	Item	2023	2024	2025			
				Total	Taiwan	China	Vietnam
Direct Employees	Number of Participants	4,075	4,556	4,769	59	3,392	1,318
	Total Employees	4,696	5,574	5,014	76	3,485	1,453
	Participation Rate	86.8%	81.70%	95.11%	77.63%	97.33%	90.71%
Indirect Employees (Excluding Management)	Number of Participants	2,631	2,843	2,687	526	1,673	488
	Total Employees	2,959	3,076	3,196	570	1,882	744
	Participation Rate	88.9%	92.40%	84.07%	92.28%	88.89%	65.59%
Management	Number of Participants	259	271	311	147	135	29
	Total Employees	320	310	376	170	158	48
	Participation Rate	80.94%	87.40%	82.71%	86.47%	85.44%	60.42%
Total	Number of Participants	6,965	7,670	7,767	732	5,200	1,835
	Total Employees	7,975	8,960	8,586	816	5,525	2,245
	Participation Rate	87.3%	85.60%	90.46%	89.71%	94.12%	81.74%

2025 Integrity Governance Performance

1. **Risk Assessment:** Anti-corruption risk assessments covered the Company and 10 subsidiaries, achieving 100% coverage. Among the 11 assessment categories, only one was classified as medium risk, while the remaining were low risk, with no significant potential corruption risks identified. Based on the assessment results, the Internal Audit unit conducted related audits and reported the results to the Board in November to further strengthen oversight and continuous improvement.
2. **Supplier Anti-Corruption Management:** To strengthen supply chain integrity and anti-corruption management, the Company has incorporated integrity commitments into its supplier management system. Suppliers with transaction amounts of NT$80,000 (inclusive) or above are required to sign the *Anti-corruption Undertaking* or related integrity commitment documents as a prerequisite for cooperation. Suppliers that fail to complete the signing process are automatically blocked from payment processing to ensure compliance with integrity and legal requirements. In 2025, the Company had a total of 1,102 production raw material suppliers, primarily located in Taiwan, China, and Vietnam, accounting for over 95% of all suppliers. Under the Company's supplier classification and qualification management requirements, all Tier 1 and Tier 2 production raw material suppliers completed the signing of integrity clauses, achieving a 100% signing coverage rate.
3. **Internal Control Audit:** Based on the risk assessment results, the Internal Audit unit incorporated relevant items into its audit reviews. The 2025 ethical management implementation results were reported to the Board on November 12. Senior management and the Board continue to oversee implementation progress and provide improvement recommendations to ensure ongoing enhancement and effective execution of integrity policies.
4. **Education and Training:** During the year, a total of 7,767 participants completed anti-corruption and anti-money laundering training courses, achieving an overall completion rate of 90.46%, exceeding the original target of 85%. Among them, direct personnel achieved a completion rate of 95.11%, while managers and indirect personnel also maintained high participation rates. Directors also continued participating in anti-corruption training programs, including insider trading prevention, corporate governance, and securities regulations. Two directors participated in external training programs, accumulating 9 training hours.
5. **Violation Handling:** No major corruption or fraud incidents occurred in 2025. Only one employee misconduct case was identified, involving false attendance records and fraudulent overtime claims. The employee was disciplined in accordance with Company regulations and required to return improper gains. The Company also reviewed and strengthened internal control measures, including: (1)Planning the introduce a facial recognition attendance system; (2)Conducting management training for new and existing supervisors to strengthen awareness of management responsibilities, Company regulations, and workplace supervision duties; (3)Publicizing disciplinary cases internally to enhance awareness and strengthen workplace discipline.

Overall, through its comprehensive integrity governance framework, internal control audits, education and training programs, and whistleblowing mechanisms, the Company effectively manages corruption risks, maintains operational integrity and transparency, and continues to strengthen its culture of ethical conduct, thereby laying a solid foundation for sustainable development.

3.4.2 Regulatory Compliance

The Company regards regulatory compliance and corporate governance as core elements of sustainable operations. It has established systematic internal control and compliance management mechanisms as an important foundation for risk management and accountable governance. All operating sites comply with local laws and regulatory requirements to ensure operations are conducted within a compliant, transparent, and responsible framework.

To strengthen governance effectiveness, the legal department and responsible units regularly conduct regulatory reviews and compliance assessments to identify compliance risks and evaluate their potential impacts on operations, finance, and sustainability objectives, which are incorporated into management and decision-making processes. The Company also continuously monitors domestic and international regulatory and supervisory trends while maintaining appropriate communication with competent authorities. In addition, through education, training, and internal communications, the Company strengthens employees' awareness of regulatory compliance and business ethics, and continues to deepen its compliance culture. Going forward, the Company will continue to enhance its compliance management system in response to evolving regulatory and sustainability disclosure requirements to ensure stable operations and support long-term sustainable development.

Statistics of Compliance Violations and Penalties

In accordance with Article 4, Paragraph 26 of the Taiwan Stock Exchange *Corporation Procedures for Verification and Disclosure of Material Information of Listed Companies*, a material regulatory violation refers to a single incident or cumulative fines exceeding NT$1 million. In 2025, the Company had no material violations of laws or regulations. However, its subsidiary, Getac Technology, was fined NT$200,000 by the competent authority for violations of the *Labor Standards Act*. The violations included employees working overtime beyond the legal limits prescribed in Article 32, Paragraph 2 of the *Labor Standards Act*, as well as employees' failure to promptly report overtime work, resulting in discrepancies between actual working hours and reported records that did not fully comply with Article 24 of the *Labor Standards Act*.

In response, the Company promptly reviewed and implemented corrective measures. In addition to strengthening communication regarding overtime reporting procedures, the Company established an overtime early warning mechanism. Under this mechanism, when an employee's monthly overtime reaches 36 or 40 hours, notifications are automatically sent to the employee's direct supervisor to monitor workload conditions and make necessary adjustments to prevent excessive overtime. In addition, responsible departments prepare monthly overtime analysis reports to track abnormal overtime cases and provide employees with appropriate care and follow-up actions, thereby enhancing the effectiveness of working hour management.

Anti-Competitive Conduct

The Company is committed to maintaining a fair and competitive market environment and strictly complies with applicable anti-competition, antitrust, and anti-monopoly laws and regulations in all operating locations. Anti-competitive conduct refers to actions that restrict market competition or create barriers to market entry through practices such as collusion, price-fixing, monopolization, or cartel arrangements. Such conduct is prohibited under regulations including U.S. antitrust laws, EU competition laws, China's anti-monopoly laws, and Taiwan's *Fair Trade Act*.

In accordance with its *Code of Ethical Conduct*, Getac Holdings does not engage in any unfair competition practices. In conducting business activities, the Company respects free market mechanisms and competes by providing competitive pricing and products and services. For the rugged computer business operated by subsidiary Getac Technology, the Company has established clear Manufacturer's Suggested Retail Price (MSRP) procedures. Products are sold through a global distribution network, with transparent MSRP guidelines provided for reference only, while distributors retain full discretion over final retail pricing decisions.

In 2025, the Company was not involved in any anti-competitive, antitrust, or monopoly-related conduct, nor was it subject to any litigation or rulings related to anti-competition, antitrust, or anti-monopoly regulations.

3.5 Information Security and Customer Privacy

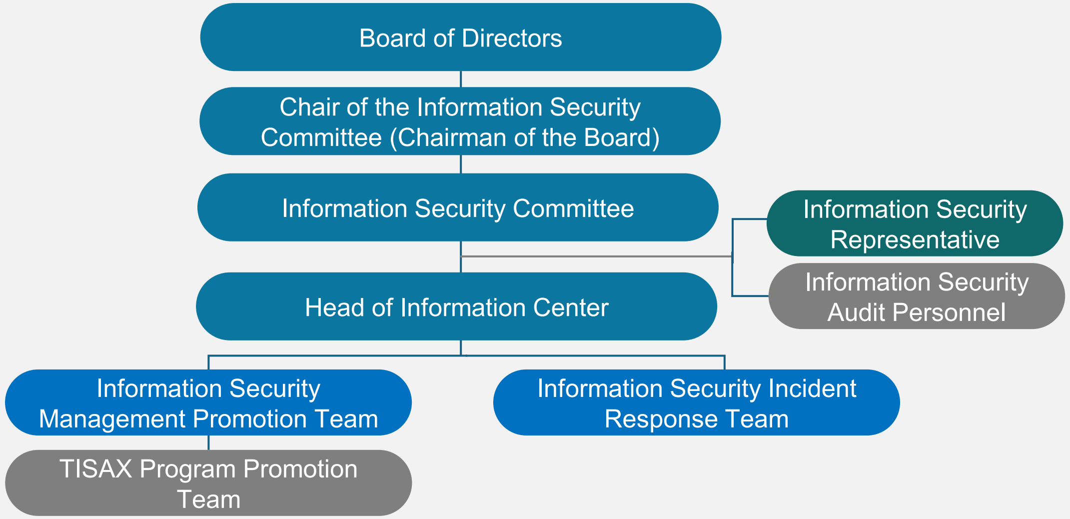
Information Security

In recent years, cybersecurity threats faced by enterprises have become increasingly diversified, organized, and supply chain-oriented. Ransomware attacks continue to rise and are often combined with data breaches to form double-extortion schemes. Phishing and social engineering remain major sources of cyber intrusion. In addition, distributed denial-of-service (DDoS) attacks, malware infections, and vulnerability exploitation techniques, including zero-day attacks, continue to evolve, posing greater challenges to companies' real-time patching and protection capabilities. Supply chain security and internal access control risks have also become key areas of concern. In response to the evolving threat landscape, information security has become critical to operational stability, customer trust, and sustainable development. The Company has incorporated information security into its overall risk management and corporate governance framework, with oversight by the Board of Directors. An Information Security Committee has been established to oversee cybersecurity policies, resource allocation, and major information security decisions, ensuring effective implementation of cybersecurity management across all operating units.

The Information Security Committee convenes quarterly to review cybersecurity implementation status and domestic and international cybersecurity trends, and to discuss and make decisions regarding major cybersecurity issues or incidents. The Chairperson of the Information Security Committee regularly reports to the Board of Directors to maintain appropriate oversight and feedback mechanisms. Please refer to the "Information Security Committee Organizational Chart" on the lower left.

To strengthen cybersecurity governance and clarify execution responsibilities, the Information Security Committee has established dedicated cybersecurity audit personnel, cybersecurity representatives, an Information Security Program Promotion Team, and an Information Security Incident Response Team. These units are responsible for cybersecurity policy planning and auditing, cross-functional coordination and implementation, policy promotion and training exercises, as well as cybersecurity incident reporting and response handling. Through clear role allocation and regular exercises, the Company enhances the effectiveness of overall cybersecurity management and incident response capabilities.

Information Security Committee Organizational Chart



Information Security Management and Protection Mechanisms

The Company has established a comprehensive information security management system and obtained ISO 27001 Information Security Management System certification, providing a structured framework covering risk assessment, controls, internal audits, and continuous improvement to ensure the confidentiality, integrity, and availability of information assets, which serves as the core foundation of the Company's overall cybersecurity governance and risk management framework. The Company adopts a risk-based approach by regularly conducting asset inventories, data classification, vulnerability scans, penetration tests, and risk assessments for critical systems and key information assets, with corresponding control measures and improvement plans implemented accordingly to ensure the continuous enhancement of its management mechanisms. At the technical and operational level, the Company has deployed identity and access management, endpoint protection, internal firewalls, and network segmentation mechanisms, while establishing a Security Operations Center (SOC) to continuously monitor abnormal activities and potential threats. Key servers and network devices undergo regular vulnerability scanning and patch management, and account and access reviews are conducted regularly to enforce the principle of least privilege. Protection measures cover cybersecurity identification, protection, detection, response, and recovery, with control measures dynamically adjusted in response to evolving risks.

For network and supply chain security governance, the Company adopts minimum connectivity and source control principles, supported by network segmentation and layered protection mechanisms to reduce cybersecurity risks. The Company also strengthens remote access and email security management, ensures that products and services maintain an appropriate level of cybersecurity throughout their lifecycle, extends cybersecurity management to supply chain partners, and continuously updates internal controls in response to regulatory and risk developments to enhance operational resilience and business continuity.

Information Security Protection Measures Overview

Information Security Identification
- Threat Intelligence Analysis
- Information Asset Inventory
- Password Management /Multi-Factor Authentication
- Source IP Control
- Website Filtering
- Network Monitoring

Information Security Protection
- Anti-Virus Software
- Next-Generation Firewall
- Endpoint Protection Software
- Spam Protection
- External Website Protection
- Data Encryption Mechanisms
- Social Engineering Drills
- WAF Protection System
- External Perimeter Security Management

Intrusion Detection
- Anti-Virus Software
- Next-Generation Firewall
- Vulnerability Scanning and Remediation
- Security Operations Center (SOC)
- Endpoint Intrusion Detection
- External Exposure Reports

Incident Response
- Information Security Incident Reporting
- Information Security Response SOP
- Information Security Consultant Team
- Information Security Forensics
- TWCERT Membership
- Penetration Testing

Disaster Recovery
- Multi-Generation Backup
- Offsite Backup
- Cloud Backup
- Rapid System Recovery
- Offsite Redundancy

Information Security Incident Management

The Company's "Information Security Incident Management Procedures" establish clear processes for incident reporting, classification, response, and handling mechanisms based on the severity of incidents. Through incident analysis and lessons learned, the Company continuously reviews and optimizes its management mechanisms to reduce the likelihood of similar incidents recurring.

0 Hours

Information Security Incident Occurs / Notification Received

Within 2 Hours

Incident Identification and Classification
- Complete incident reporting
- Conduct preliminary risk assessment
- Determine incident severity level
- Activate cross-department response mechanism
- Establish response contact window and define responsibilities

Within 8 Hours

Control and Isolation
- Implement necessary control measures
- Isolate affected systems
- Prevent further impact expansion
- Notify relevant units when necessary

Within 12 Hours

Impact Assessment and Internal Reporting
- Complete preliminary impact analysis
- Report to management
- Explain impact scope
- Assess whether external notification procedures should be initiated

Within 14–24 Hours

In-Depth Investigation and Root Cause Analysis for Major Incidents
- Conduct in-depth technical analysis
- Perform root cause investigation
- Patch vulnerabilities
- Strengthen protection measures
- Assess impacts on customer data and privacy

Within 48 Hours

System Recovery
- Gradually restore systems
- Resume operations
- Conduct recovery verification
- Strengthen monitoring mechanisms

Within 50 Hours

Case Closure and Review
- Complete case closure
- Consolidate handling results
- Review key improvement areas
- Incorporate findings into process optimization and training
- Continuously improve information security governance maturity

Risk Assessment, Audit, and Continuous Improvement

The Company adopts a risk-based approach to cybersecurity management by regularly conducting asset inventories and data classification, and performing risk assessments on critical systems, key data, and external services to establish corresponding control measures and improvement plans. To strengthen internal controls, the Company continuously reduces human and systemic risks through access reviews, vulnerability scanning, configuration baseline management, and log monitoring. In addition, in accordance with the Regulations Governing Establishment of Internal Control Systems by Public Companies and the Company's internal audit procedures, "Cybersecurity Inspections" are included in the annual audit plan and conducted regularly by the Internal Audit unit. The 2025 cybersecurity audit results were reported to the Board on November 12. Senior management and the Board continue to oversee cybersecurity management and provide improvement recommendations to ensure the effective implementation of cybersecurity planning, monitoring, and execution.

Cybersecurity Training and Culture

In addition to implementing proactive defense and real-time detection mechanisms at the technical level, the Company regards employee cybersecurity education as a core element of cybersecurity governance. Through structured training and ongoing awareness programs, cybersecurity awareness is integrated into daily operations and management processes. The Company has established the *Information Security and Computer Usage Guidelines* and includes cybersecurity courses in mandatory onboarding training. Internal announcements, email alerts, and workplace awareness campaigns are also used to strengthen employees' risk awareness capabilities. Following the principle of "prevention over remediation," the Company provides training covering hacking techniques, data leakage risks, responsibilities related to the use of unauthorized software, and cybersecurity response strategies. In 2025, employees were required to achieve a test score of at least 80 to complete the training. The overall completion rate reached 95.77% (5,664 participants out of 5,914 required participants), while the cybersecurity department achieved a 100% completion rate.

The Company also provided dedicated training for relevant TISAX personnel and conducted four global social engineering exercises in 2025. Each exercise distributed more than 3,000 simulated phishing emails, achieving an average pass rate of 98%, demonstrating continuous improvement in employee cybersecurity awareness and prevention capabilities.

AI Governance and Risk Management Mechanisms

In response to the growing adoption of artificial intelligence, the Company has strengthened AI governance and information security management by establishing an AI Advancement Committee and an AI Governance Team responsible for AI planning, implementation, and risk management. The Company has also established the *AI Tool Usage Management Policy* to define usage principles and compliance requirements.

The Company prioritizes the use of its internally hosted closed AI platform, "NOVACORE," and authorized AI Agents, and prohibits the input of confidential information into unapproved external AI tools. Employees are also required to carefully review the accuracy and appropriateness of AI-generated content to reduce information security and personal data risks. Relevant policies are implemented following approval by the Chairman and are reviewed and updated regularly.
To ensure effective implementation, the Company also conducts AI-related training and internal awareness programs to help employees understand AI usage requirements and potential risks. Any suspected incidents involving personal data leakage, intellectual property infringement, or policy violations must be reported through internal reporting mechanisms and investigated in accordance with internal procedures to safeguard information security and regulatory compliance.

AI Advancement Committee
AI Manager
Email: Getac.AI.Manager@getac.com.tw

Personal Data Protection Policy and Customer Privacy

Personal Data Protection Policy

The Company has established and implemented a *Personal Data Protection Policy* and website privacy statement to clearly define the purposes, processing methods, and legal basis for the collection of personal data. The scope of application covers information relating to customers, suppliers, and business partners. All new employees are required to sign employment agreements containing confidentiality obligations, and confidential information is managed in accordance with the “Need-to-Know Principle” to control the scope of disclosure. Any violations of relevant regulations will be handled in accordance with the Company’s internal management procedures in order to safeguard corporate integrity and customer trust.

Customer Privacy

To protect customer confidentiality and privacy, the Company implements various management systems and control measures to ensure information security and confidentiality, including:

1. Employee Confidentiality Obligations: The *Employee Code of Conduct* and employment agreements require employees to strictly comply with customer confidentiality and privacy protection requirements and safeguard trade secrets. Confidential information obtained from customers through business interactions is managed in strict accordance with the “Need-to-Know Principle,” and disclosure is limited only to personnel who must access such information , and confidentiality agreements are executed where necessary before such information is disclosed.
2. External Party Confidentiality Responsibilities: Confidentiality agreements are executed with external parties to regulate and enforce their confidentiality obligations.
3. Workplace Security: The Company strictly implements its “*Production Site Confidentiality Management Regulations*,” which establish clear restrictions for external visitors entering production areas, including prohibitions on photography, video recording, and audio recording, thereby preventing information leakage risks at the source. At the physical security level, infrared perimeter protection is deployed around manufacturing sites, and access control systems are implemented in core confidential areas to ensure that only authorized personnel are granted access. Confidential assets in transit are stored and transported using dedicated secure transport containers to ensure the protection of core business secrets.
4. Information Security Management: The Company has obtained both ISO 27001:2022 and TISAX information security certifications and conducts quarterly social engineering exercises.
5. The Company strictly maintains the security of network systems and electronic platform environments to prevent leakage or unauthorized dissemination of customer confidential information and to protect customer rights and interests.
6. Regular training programs and awareness campaigns regarding personal data protection regulations and information security are conducted to strengthen employees’ compliance awareness relating to business confidentiality and customer privacy protection.
7. The Company has established an *AI Tool Usage Management Policy* that prohibits employees from uploading confidential information to external AI tools and encourages the use of internally hosted closed AI platforms to protect trade secrets.

GDPR – EU General Data Protection Regulation

Subsidiary Getac Technology complies with the *EU General Data Protection Regulation* (GDPR) and has established a comprehensive personal data protection governance framework and management mechanism for products and services involving EU data subjects. The Company has implemented a Personal Data Protection Policy and procedures for handling data subject rights requests in accordance with GDPR requirements, and regularly reviews the privacy statement on its official website to ensure that data collection and usage comply with the principles of lawfulness and transparency. For third-party management, data protection clauses are incorporated into cooperation agreements to reduce personal data risks associated with outsourced processing activities. For cross-border data transfers, the Company has adopted and fully implemented the latest *Standard Contractual Clauses (SCCs)* issued by the European Commission as the compliance basis for personal data transfers between Getac Technology Corporation and its subsidiaries, ensuring compliance with the latest EU regulatory requirements.

The Company has also appointed a Data Protection Manager to oversee related matters and respond to data subject rights requests. In addition, regular training and internal awareness programs are conducted to strengthen employees' understanding of personal data protection regulations and practices. In 2025, the Company held the "Getac Technology Personal Data Protection Training Program," with 442 employees completing the training and a completion rate of 93.6%. Participants were required to achieve a test score of at least 80 to complete the course. No GDPR-related complaints were received in 2025.

Annual Implementation Status of Customer Privacy and Personal Data Protection

- The completion rate for signing employment contracts containing confidentiality clauses with new employees reached 100%.
- In 2025, there were no substantiated incidents involving information leakage, theft, or loss of customer data.
  - Total number of substantiated complaints concerning breaches of customer privacy received from regulatory authorities: 0 cases
  - Total number of substantiated complaints concerning breaches of customer privacy received from external parties and verified by the Company: 0 cases

Contact Point for Personal Data Protection Complaints and Inquiries

The Company has established a personal data protection contact window to provide employees and external stakeholders with channels for complaints, reporting, and consultation regarding personal data protection matters. If an incident occurs that may affect the rights and interests of data subjects, the Company will conduct reporting, investigation, and handling procedures in accordance with internal protocols.
For rights that data subjects may exercise under applicable laws—such as inquiry, access, supplementation, correction, suspension of collection, processing or use, and deletion—the Company will carry out identity verification and response procedures in accordance with relevant regulations, and retain related records for audit purposes.

Personal Data Protection Complaints
Personal Data Protection Manager
dpm.LAC@getac.com.tw

Product Information Security

1.Scope and Governance Principles

The product information security management described in this section primarily applies to the rugged computer products of subsidiary Getac Technology. These products are widely used in defense, public safety, industrial, and other high-risk outdoor environments, where information security and system stability are critical requirements.

In addition to complying with personal data protection regulations in operating regions, the Company adopts "Privacy as Trust" as a core principle by integrating privacy protection into the entire product lifecycle, including product design, operations, and after-sales services, to reduce data security risks and strengthen customer trust.

2. Privacy Protection and Product Design Mechanisms

During product development, the Company incorporates personal data protection requirements and customer privacy risk assessments, while implementing encryption and access control mechanisms. Hardware and software encryption solutions are also provided based on customer needs.

On the hardware side, certain products support removable storage devices and data sanitization tools, such as Disk Wipe, to help users securely erase data before device disposal or transfer. On the software side, Security by Design principles and layered defense architectures are adopted to strengthen data protection capabilities across different application scenarios.

3. System Security Architecture and Technical Protection Measures

Windows-based products integrate TPM 2.0 security chips and multi-factor authentication mechanisms. The Company also continuously monitors disclosed vulnerabilities through international cybersecurity databases, such as the NIST National Vulnerability Database (NVD), and works with suppliers on remediation and mitigation measures. Android products incorporate secure boot, data encryption, and application integrity verification mechanisms, and undergo third-party security testing prior to system release. For long-lifecycle products, original vendor security updates are continuously integrated to maintain appropriate protection levels. Cloud solutions undergo vulnerability scanning before release, while application frameworks and encryption mechanisms are continuously updated to ensure service security.

4. Vulnerability Management and Cyber Resilience

The Company has established vulnerability classification and remediation procedures for product vulnerability management. Based on vulnerability severity, the Company releases remediation information and mitigation recommendations, and regularly conducts penetration testing and security scanning to ensure appropriate cybersecurity resilience throughout the product lifecycle.

5. Product Integrity and Supply Chain Cybersecurity Management

To ensure product integrity, the Company implements hardware Root of Trust and firmware integrity verification mechanisms to prevent unauthorized system modifications. For supply chain management, the Company strengthens cybersecurity controls and development environment isolation to reduce risks related to supply chain attacks and malicious code injection.

6. Alignment with International Standards and Verification

The cybersecurity management framework for Windows products aligns with the NIST Cybersecurity Framework, integrating hardware Root of Trust, firmware protection, and supply chain management into the entire product lifecycle.

Android products comply with the Google Android Compatibility Definition Document (CDD) and have passed relevant compatibility and security testing to ensure system security and stability.

7. User Data Protection Mechanisms

The Company continuously enhances data protection features in its products and cloud services, including multi-factor authentication, access control management, and data encryption mechanisms, helping enterprise customers reduce data leakage risks across different usage scenarios.

8. After-Sales Service and Data Protection Management

During after-sales service and repair processes, the Company follows principles of data minimization and customer control. Service personnel avoid accessing customer data and proactively remind customers to back up and remove storage devices or erase data before repair. If no fault is found (NTF), standard test hard drives are used for diagnostics whenever possible. Where necessary, customer consent must be obtained and data handled in accordance with data minimization principles.

9. Customer Data Protection Services and Risk Mitigation

The Company provides "Keep Your Hard Drive" and "Keep Your Solid State Drive" services, allowing customers to retain failed storage devices while the Company provides replacement devices. This mechanism prevents storage devices from being exposed to third parties during transportation or repair, further reducing data leakage risks.

Through integrated governance controls, product design, and service management processes, the Company extends beyond regulatory compliance to strengthen customer privacy protection and data trust management, continuously enhancing customer confidence in its products and services.

3.6 Intellectual Property

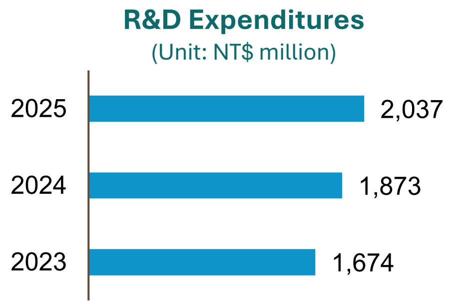
We are committed to establishing a sound intellectual property (IP) management system to protect the Company's innovations and technology assets. The Company actively pursues patent applications and protection while continuously optimizing patent portfolio strategies to ensure effective protection and control of key technologies. At the same time, we strengthen monitoring and prevention of patent infringement risks, and actively engage in patent licensing and collaboration to maximize the value of intellectual property. Through effective IP management, we aim to maintain our competitive position in a highly competitive market while achieving long-term growth and value creation.

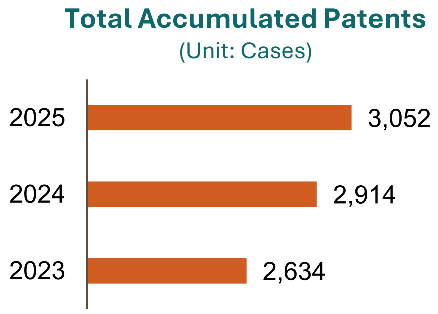
Patent Management Measures

- Establish patent policies and incentive programs to encourage technological innovation, including related rewards and recognition.
- Utilize both internal and external resources to jointly develop patent applications and ensure valuable patents are filed.
- Conduct regular reviews of granted patents to enhance effective use of patent resources.
- Optimize the electronic patent management platform to improve management efficiency, protect employee innovations, and enhance patent quality and competitiveness.
- Conduct product infringement risk reviews and design-around measures to reduce infringement risks.
- Build patent portfolios with both offensive and defensive capabilities to strengthen patent protection.
- Provide periodic patent-related training to employees to enhance IP awareness and knowledge.

Patent Applications

In 2025, the Company invested NT$2.037 billion in R&D, accounting for approximately 5.16% of net operating revenue. The Company focuses on product R&D and design to deliver the best user experience while enhancing competitiveness through differentiated process technologies. The Company encourages subsidiaries to achieve annual patent targets. In 2025, 320 new domestic and international patents were granted, bringing the cumulative total to 3,052 patents, representing a 4.7% increase compared with 2024. Granted patents cover solutions across multiple fields and are applied in product design to enhance functionality and competitiveness, expand product applications, create additional sales opportunities, and increase revenue. At the same time, these efforts strengthen the Company's solution capabilities while addressing industry needs. Existing patents are comprehensively reviewed every quarter to identify infringement risks. The Intellectual Property Department works closely with R&D teams to provide analysis and, where necessary, implement design-around measures to ensure freedom to operate.





Patent Training

In response to evolving technology trends and regulatory changes, the Company conducted online patent training and assessments for R&D personnel in 2025. More than 80% of employees completed the training, with a pass rate exceeding 90%. Through systematic training, the Company strengthened patent awareness and improved the quality of patent applications derived from R&D achievements, further enhancing its competitive advantage.

Patent Platform Optimization Program

The Company implemented a patent platform optimization program and introduced a third-party patent management system in the second quarter of 2025. The system integrates the full workflow from proposal submission and patent application to approval, while enhancing patent data management and patent lifecycle management through automated deadline alerts, improving decision-making efficiency and supporting digitalized management.

To address increasing patent litigation competition, subsidiary Getac Technology established a patent review system with a three-tier classification mechanism based on patentability and technological innovation, serving as the basis for patent application and portfolio planning. The Company also strengthened schedule management, reducing the average time from proposal submission to first-country filing to within three months. In addition, the revised patent incentive and recognition programs continue to drive R&D innovation.

In 2025, the Company had no final court judgments involving infringement of others' intellectual property rights.

4. Climate Action

4.1 Climate Governance

The Company upholds sustainable development principles and actively responds to climate change-related risks and opportunities. Since becoming a supporter of the Task Force on Climate-related Financial Disclosures (TCFD) in 2022, the Company has conducted annual disclosures in accordance with the TCFD framework. Disclosure scope is consistent with this report and cover the four core pillars of governance, strategy, risk management, and metrics and targets. Through systematic assessment of climate-related impacts on operations, the Company formulates mid- to long-term decarbonization and adaptation strategies aligned with its 2050 net-zero target.

In 2025, the Company participated in the Carbon Disclosure Project (CDP) assessment on a consolidated basis and received a B rating in both the Climate and Water Security modules. Subsidiaries Getac Technology and Getac Vietnam also achieved the same rating in the Climate module, demonstrating the Group's progress in climate governance.

Climate Governance Framework

The Company has established a top-down climate governance framework, with the Board of Directors serving as the highest oversight body. The Board authorizes the Sustainable Development Committee to oversee climate-related risks and opportunities, while management teams and operating sites are responsible for implementation and execution, ensuring clear accountability and a closed-loop management mechanism for climate-related issues. Details of the governance structure and operations are provided in Section 2.4 Sustainability Governance Structure and Operational Status of this report.

Climate Risk and Opportunity Management

The Company has integrated the identification, assessment, and management of climate-related risks and opportunities into its Enterprise Risk Management (ERM) framework. Under the existing governance structure, the Board of Directors, Sustainable Development Committee, Risk Management Team, Climate Change Risk Team, and subsidiary management teams each perform designated responsibilities to ensure a consistent and systematic approach to managing climate-related risks and opportunities.

Climate Risk and Opportunity Management Process

01 Identification and Assessment	The Climate Change Risk Team follows the existing risk management procedures to conduct regular climate-related risk and opportunity identification and assessments every two years, with rolling updates performed in response to changes in the external environment. The assessment covers policy and regulatory, market, technological, and physical risks, while also incorporating climate-related opportunities, including low-carbon product development, energy transition, and changes in market demand. Through cross-business group and cross-functional participation, the Company consolidates risk and opportunity information from subsidiaries to ensure that the identification results reflect the Group's overall operating context.
02 Analysis and Prioritization	Identified climate-related risks and opportunities are evaluated and prioritized based on likelihood of occurrence and impact severity. The Company further assesses their potential impacts on operations, strategic planning, and financial performance, including revenue, costs, capital expenditures, and asset values, as a basis for subsequent management decisions and resource allocation.
03 Risk Management and Response Measures	For risk management and response, each business unit formulates specific risk mitigation strategies and opportunity development plans based on identification and assessment results, including energy-saving and carbon reduction measures, renewable energy adoption, low-carbon product design, and supply chain management. Management teams are responsible for implementation and progress tracking. The Risk Management Team and Climate Change Risk Team consolidate implementation progress across business units and integrate the identification, assessment, prioritization, and monitoring of climate-related risks and opportunities into the existing ERM framework, ensuring a consistent management approach and standards across all operational risks.
04 Oversight and Reporting	Relevant risk assessment results and implementation progress are regularly reported to the Sustainable Development Committee for review, and subsequently consolidated and reported to the Board of Directors for oversight and decision-making, ensuring climate-related risks and opportunities are incorporated into the Company's overall strategy and major decision-making processes. In addition, the internal audit unit has incorporated climate risk and opportunity management, as well as related disclosure processes, into the annual audit plan. Regular reviews are conducted on the design and effectiveness of internal control systems, and improvement recommendations are provided to continuously enhance the effectiveness of the Company's climate risk management framework.

Scenario Analysis

In accordance with the TCFD framework, the Company has adopted climate scenario analysis as a key tool for identifying and assessing climate-related transition risks, physical risks, and opportunities. Scenario development references the IPCC AR6, decarbonization policy pathways in key operating regions (Taiwan, China, and Vietnam), and global climate trends to establish multiple climate scenarios. The Company also applies a worst-case scenario for stress testing to assess the potential impacts of extreme weather events and low-carbon transition on operations and the value chain. The results serve as key references for operational strategy adjustments, resource allocation, and mid- to long-term climate risk management, with methodologies and disclosures continuously refined in alignment with IFRS Sustainability Disclosure Standards.

Physical Risk Scenario Analysis

The Company conducted climate risk scenario assessments for major operating sites in Taiwan, East China, and Northern Vietnam, focusing on extreme rainfall, flooding, and typhoon-related risks.

Taiwan (Heavy Rainfall and Typhoon Risks)

According to the *National Climate Change Science Report 2024*, under the SSP5-8.5 scenario, maximum one-day rainfall (Rx1day) is projected to increase by 31% to 135% during 2041–2060. In addition, the proportion of severe typhoons and rainfall intensity are expected to increase by 20% to 35% during 2045–2065, thereby increasing potential flood risks at operating sites.

East China (Extreme Rainfall Risks)

According to the World Bank and the *China Climate Change Blue Book (2025)*, extreme precipitation events are expected to increase. Under the RCP8.5 scenario, risks related to site flooding, supply chain disruptions, and operational interruptions may increase.

Red River Delta, Vietnam (Flood and Storm Surge Risks)

According to the World Bank INFORM Index, Vietnam is classified as a high flood-risk region. Under the RCP8.5 scenario, rainfall is projected to increase by 10% to 20% during 2045–2065, with potential exposure to storm surge risks that may affect operational stability.

Operational Impact Assessment

The Company further developed operational disruption scenarios:

- Medium-term (2031–2040): A single extreme weather event results in a 5-day operational shutdown.
- Long-term (After 2041): The duration of operational shutdown is assumed to increase to 10 days.

Transition Risk and Opportunity Scenario Analysis

Based on regional policies and global climate trends, the Company developed transition risk and opportunity scenarios as follows:

Global Trend Scenarios

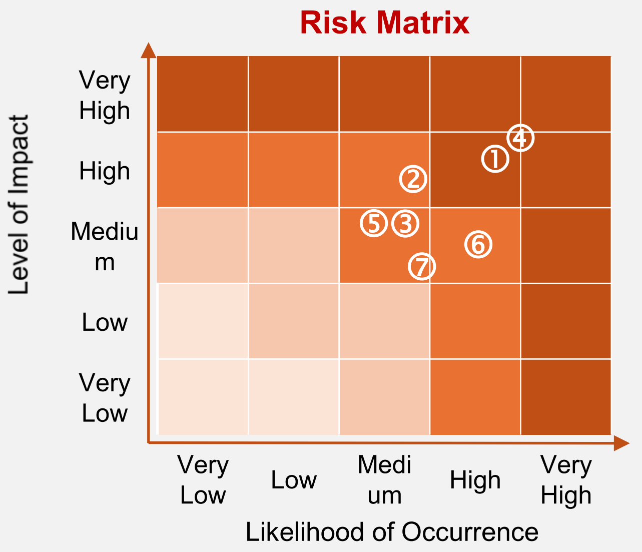
- Regulatory and Market Requirements: International brand customers are increasingly demanding carbon disclosure and decarbonization actions across supply chains.
- Industry Transition: Circular economy initiatives and low-carbon technologies are driving equipment replacement and increased capital expenditures, while also creating opportunities for green products.

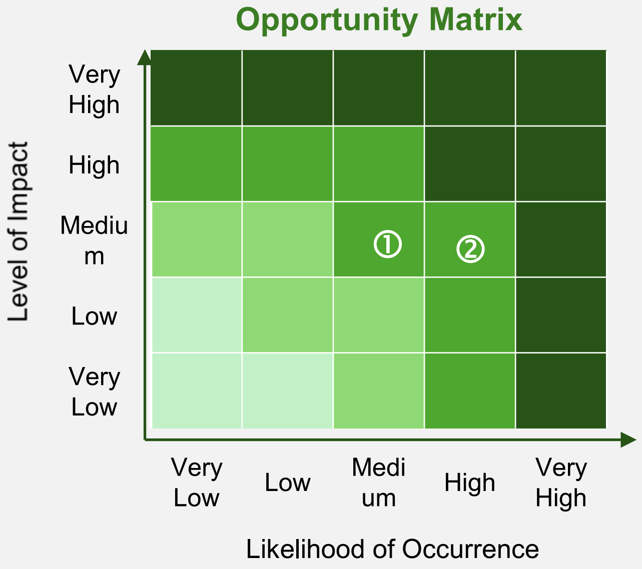
Regional Policy Scenarios

- Taiwan: Under NDC 3.0, Taiwan targets emissions reductions of 28% ±2% by 2030 and 38% ±2% by 2035. Carbon pricing mechanisms are expected to increase operating costs and accelerate the transition to renewable energy.
- Vietnam: Under the “*2050 Climate Strategy*,” Vietnam targets emissions reductions of 15.8% by 2030 (up to 43.5% under conditional targets), which may affect energy structure and supply chain costs.
- China: In line with the “Dual Carbon Goals” (carbon peak by 2030 and carbon neutrality by 2060), supply chain carbon management requirements are expected to increase, while also driving opportunities for low-carbon technology upgrades.

Risk and Opportunity Identification Results

In 2025, based on climate-related risk and opportunity identification and scenario analysis results, the Company identified seven material climate risks and two climate-related opportunities. To assess potential impacts across different time horizons, risks and opportunities were categorized into short-term (within 2 years, 2025–2026), medium-term (3–6 years, 2027–2030), and long-term (over 7 years, 2031–2050). The Company evaluated each item based on likelihood of occurrence and impact severity, with the combined score used to determine prioritization and management focus. A value chain perspective was also incorporated to assess the scope of impacts and potential operational implications. Assessment results are reviewed annually and updated through a rolling review mechanism to ensure timely reflection of changes in the operating environment and evolving climate scenarios. A risk and opportunity matrix is also presented alongside to visually illustrate the relative significance and positioning of each identified risk and opportunity.





Transition Risks

① Rising carbon pricing (GHG emissions costs)
② Requirements and regulations affecting existing products and services
③ Stricter emissions disclosure obligations
④ Costs associated with the transition to low-carbon technologies
⑤ Rising raw material costs
⑥ Shifts in customer behavior

Physical Risks

① Extreme weather events such as typhoons and floods

Opportunities

① Reduction of water withdrawal and consumption
② Development and/or expansion of low-carbon products and services

2025 Climate-related Risks and Opportunities: Business, Strategy, and Financial Impacts

Risk Category	Risk Description	Impact Level	Time Horizon	Response Strategy	Value Chain	Current Financial Impact	Expected Financial Impact
Policy	The Vietnam government plans to introduce GHG-related regulations, with carbon taxes imposed on excess emissions.	Impact: Medium Likelihood: High	Medium-term	• Conduct renewable energy certificate cost simulations and budget planning • Implement energy-saving manufacturing strategies to manage long-term operating cost increases	Own Operations	Increased operating expenses. Resources have been invested in renewable energy certificate cost simulations, budget allocation, and preliminary evaluation and planning of energy-saving manufacturing strategies.	Potential increases in operating costs. Carbon tax implementation may raise unit manufacturing costs; however, established energy-saving strategies and renewable energy certificate budgeting are expected to effectively control long-term operating cost increases and mitigate margin pressure.
Regulation	The EU Battery Regulation requires manufacturers of EV batteries, industrial batteries, and portable batteries to calculate and disclose product carbon footprints. Products exceeding carbon footprint thresholds may face sales restrictions or competitive disadvantages.	Impact: Medium-High Likelihood: Medium	Medium-term	• Introduce product carbon footprint calculation mechanisms • Reduce product carbon intensity and introduce recycled materials	Own Operations, Upstream	Increased operating and R&D expenses. Investments have been made in product carbon footprint calculation and verification mechanisms, and budgets allocated to assess the technical feasibility of recycled materials adoption.	Recycled materials may increase procurement costs in the short term; however, reducing product carbon intensity is expected to ensure compliance with EU regulatory requirements, avoid significant revenue losses from sales restrictions, and maintain competitiveness in the European market.
Regulation	Taiwan's FSC requires listed companies to adopt the IFRS Sustainability Disclosure framework. Non-compliance may result in penalties and reputational damage.	Impact: Medium-High Likelihood: Medium	Medium-term	• Gradually complete GHG inventory and verification in accordance with the FSC sustainability roadmap • Continuously optimize sustainability information management mechanisms and quantify the financial impact of climate risks.	Own Operations	Increased operating costs, including external assurance fees and ESG information system implementation.	Inaccurate or incomplete disclosures may result in regulatory penalties or credit rating downgrades within the sustainable finance markets.
Technology	Customers require the adoption of recycled materials and low-carbon designs, increasing R&D and manufacturing costs.	Impact: High Likelihood: High	Medium-term	• Increase the proportion of recycled-material products • Develop material substitution technologies and manufacturing processes • Develop low-carbon products and obtain international energy-efficiency certifications	Own Operations	Increased R&D expenditures. Pilot testing of low-carbon manufacturing processes and talent training programs are underway.	If the pace of transition lags behind market expectations, the Company may face long-term order losses and a significant decline in revenue due to its inability to meet growing demand for low-carbon products and solutions.
Market	Prices of key raw materials (such as cobalt, nickel, and lithium) continue to rise due to increasing demand driven by global renewable energy policies.	Impact: Medium-High Likelihood: Medium	Medium-term	• Secure stability through long-term contracts and improve resource efficiency to reduce dependency	Own Operations, Upstream	Greater fluctuations in operating costs. Key raw material prices have already shown slight premiums driven by renewable energy policy-related market demand.	Budget management may become more challenging, requiring higher provisions for safety stock and placing additional pressure on working capital.

Risk Category	Risk Description	Impact Level	Time Horizon	Response Strategy	Value Chain	Current Financial Impact	Expected Financial Impact
Market	Customers increasingly require low-carbon products aligned with decarbonization, renewable energy use, and circular economy expectations. Failure to meet these requirements may result in order losses.	Impact: Medium Likelihood: Medium	Medium-term	• Increase the proportion of recycled materials in total material usage • Develop renewable energy procurement plans and budget simulations • Establish and track reduction action plans (carbon and waste) • Improve manufacturing processes and technologies to reduce material consumption	Downstream	Increased operating costs due to investments in low-carbon products and energy transition initiatives, including renewable energy and renewable energy certificates (RECs/green certificates).	Failure to respond to market demand for climate-friendly products may weaken sales momentum and reduce market share, adversely affecting revenue. In addition, rising transition-related investment costs may compress gross margins.
Physical	Heavy rainfall and typhoons may cause property damage, operational disruptions, and supply chain interruptions.	Impact: Medium-High Likelihood: Medium	Long-term	• Strengthen disaster prevention facilities and establish business continuity and backup systems • Transfer risks through property insurance	Own Operations, Upstream	Increased capital expenditures and insurance costs associated with disaster prevention facilities, such as flood barriers, and property insurance coverage.	Increased capital expenditures and potential asset losses. Damage to facilities may result in asset impairment, while operational shutdowns may lead to underutilized fixed costs during downtime.

Opportunity Category	Opportunity Description	Impact Level	Time Horizon	Response Strategy	Value Chain	Current Financial Impact	Expected Financial Impact
Resource Efficiency	Improve water use efficiency by reducing water withdrawal and consumption.	Impact: Medium Likelihood: Medium	Medium-term	• Continue improving process water recycling rates and recirculated water volumes • Introduce environmental protection equipment to reduce water withdrawal and wastewater treatment costs, thereby lowering operating costs	Own Operations	Increased capital expenditures. Investments have been made in environmental equipment and water recycling systems to improve process water recirculation rates and recycled water volumes.	Reduced operating costs. Lower water withdrawal and wastewater treatment expenses are expected to generate cost savings and reduce overall operating costs while ensuring production continuity during drought periods.
Products and Services	Develop and/or expand low-carbon products and services.	Impact: Medium Likelihood: Medium	Medium-term	• Continue promoting recycled-material products and circular economy extended warranty services to expand revenue scale • Continue advancing manufacturing process improvement projects to reduce energy consumption	Own Operations, Downstream	Increased marketing and R&D expenses. Resources have been invested in promoting recycled-material products and budgeting for process improvement projects aimed at reducing unit material consumption.	Expanded revenue scale and reduced manufacturing costs. Increased sales of recycled-material products are expected to generate significant additional revenue, while process optimization and reduced energy consumption are expected to lower operating costs, jointly driving improvements in overall gross margin and profitability.

Financial Impact Assessment

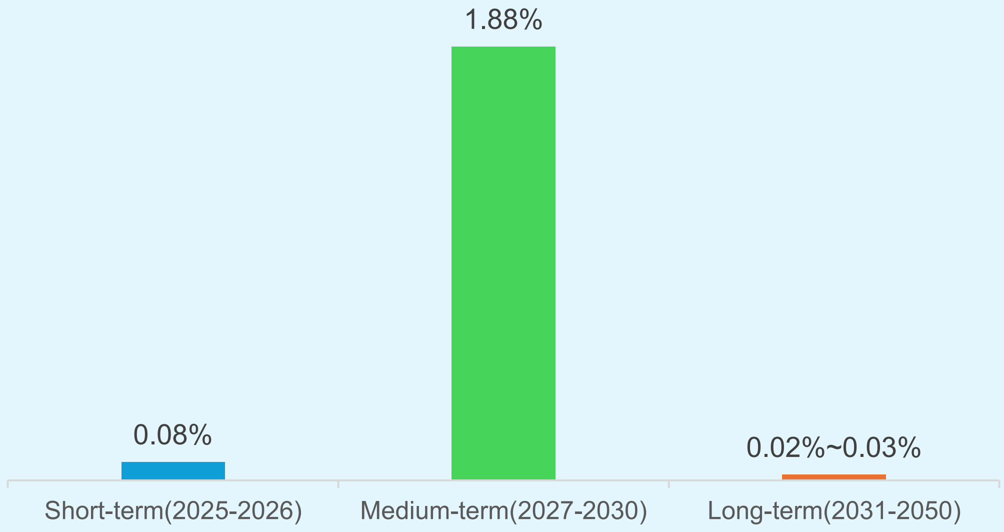
Based on the identification results of climate-related risks and opportunities, the Company assessed the potential impacts of extreme climate events (physical risks) and climate transition actions (transition risks) on business operations, development strategies, and financial performance across the short term (1–2 years), medium term (3–6 years), and long term (more than 7 years). Quantitative assessments were based on actual 2025 revenue (NT$39.4 billion) and the 2026 budget. Revenue assumptions for 2027 onward are assumed to remain consistent with 2026 levels to reflect the high uncertainty of the current global political and economic environment, which limits the ability to accurately forecast future performance. Overall, the Company's financial exposure to physical risks is relatively limited, with the primary financial impacts arising from investments related to the low-carbon transition. The Company applies scenario analysis to assess the financial impacts of climate-related risks and opportunities and uses the ratio of net climate-related financial impact to annualized average revenue for each period as the key measurement indicator.

Integrated Impact of Transition Risks and Related Opportunities

- **Short-term (2025–2026) | Net financial impact is estimated at approximately 0.08% of average annualized revenue during the short-term period.**
  This primarily reflects that initial transition investments and opportunity-related gains generally offset each other, resulting in an overall financial impact that remains low and manageable.
- **Medium-term (2027–2030) | Net financial impact is estimated at approximately 1.88% of average annualized revenue during the medium-term period.**
  As transition investments expand and related costs are gradually recognized, the net impact ratio increases significantly and reaches the peak level within the overall assessment period. Although the Company continues to benefit from revenue growth and cost savings driven by recycled material businesses and resource efficiency improvements, these gains are still insufficient to fully offset the increased capital expenditures, process transformation costs, and regulatory compliance expenses.
- **Long-term (2031–2050) | Net financial impact is estimated at approximately 0.02% to 0.03% of average annualized revenue during the long-term period.**
  As transition investments are gradually completed, this trend mainly reflects declining transition costs, improved operational and resource efficiency, and the continued contribution of low-carbon products and recycled material businesses.

Overall, the Company's climate-related financial impact is expected to peak during the medium-term period and gradually decline thereafter. This indicates that through early-stage strategic planning and investments, transition risks can gradually be offset over time by revenue growth and cost optimization, maintaining long-term financial exposure at a relatively low level.

Ratio of Net Financial Impact to Average Annual Revenue for Each Period



Transition Risk Impacts

The Company's transition risk financial impacts primarily relate to low-carbon transition investments and cost structure adjustments. Short-term impacts remain manageable through climate adaptation and mitigation measures, while medium-term impacts are expected to peak as carbon regulations and transition requirements intensify. Over the long term, financial impacts are expected to gradually stabilize as the low-carbon transition is completed.

Short-term (2025–2026) Stable and Predictable Impacts:
Net financial impact is estimated at approximately 0.79% of annualized average revenue.

- Increased compliance costs related to IFRS sustainability disclosures, GHG inventories, and assurance
- Rising carbon pricing and customer low-carbon requirements
- Increased R&D and operating expenses from carbon footprint assessments and low-carbon manufacturing adoption
- Initial depreciation and amortization from new equipment investments
- Differences among climate scenarios remain limited, and the overall financial impact is expected to remain manageable.

Medium-term (2027–2030) Peak Transition Pressure→Financial Impact
Net financial impact is estimated at approximately 2.72% of annualized average revenue.

- Implementation of carbon pricing and product-related regulations (e.g., EU Battery Regulation)
- Rising prices of key raw materials such as lithium, nickel, and cobalt
- Increased capital expenditure amortization for low-carbon manufacturing upgrades
- Cost pressures partially offset through energy-saving process optimization, recycled materials, and renewable electricity procurement

Long-term (2031–2050): Gradually Stabilizing Impacts
Net financial impact is estimated at approximately 0.06%–0.08% of annualized average revenue.

- Benefits of low-carbon investments are gradually internalized.
- Ongoing impacts mainly relate to renewable electricity procurement, maintenance, and compliance costs .
- Given the high level of uncertainty surrounding long-term revenue projections, impacts are assessed primarily based on more predictable cost factors.

Physical Risk Impacts

The Company's major operating sites are located in Taiwan, Eastern China, and Northern Vietnam, where operations are exposed to physical climate risks such as heavy rainfall and typhoons that may affect facility operations and supply chain stability.

Related financial impacts primarily arise from two aspects:

1) **Loss exposure:** including asset impairment caused by equipment damage and fixed costs incurred during operational shutdowns, such as labor and lease expenses.
2) **Response costs:** including investments in disaster prevention facilities, related depreciation and amortization expenses, and insurance premiums.

Under different climate severity scenarios and disaster prevention effectiveness assumptions, climate-related financial impacts as a percentage of annualized average revenue for each period are estimated as follows:

- **Short-term (2025–2026):** 0.0003%–0.0004%
- **Medium-term (2027–2030):** 0.0003%–0.0013%
- **Long-term (2031–2050):** 0.0003%–0.0055%

The lower range reflects scenarios where disaster prevention measures and insurance mechanisms operate effectively, while the upper range incorporates production disruptions and equipment losses resulting from extreme weather events, indicating that such risks cannot be entirely eliminated.

To date, no significant climate-related losses have occurred. Most risks have been mitigated through insurance coverage, resulting in limited overall impacts. However, over the long term, related risks may increase as the frequency and severity of extreme weather events continue to rise.

Opportunity Impacts

Opportunity Drivers

- PCR recycled materials, extended warranty services, and process optimization.→ **contribute to revenue growth and cost reduction.**
- Increasing demand for low-carbon materials and durable products.→ **supports stable revenue generation.**
- Process improvements, including water recycling and multi-cavity molding.→ **enhance efficiency while reducing water and electricity costs.**

Climate-related Opportunity Financial Benefits

Climate-related opportunity benefits as a percentage of annualized average revenue by period are estimated as follows:

- **Short-term:** approximately +0.71%
- **Medium-term:** approximately +0.82%
- **Long-term:** impacts gradually converge

Overall, these opportunities are expected to partially offset transition costs while enhancing operational resilience and competitiveness.

Climate Adaptation and Mitigation Actions

To improve energy efficiency, the Company aims to reduce energy intensity year by year by integrating climate considerations into daily operations and business processes. Energy-saving and carbon reduction initiatives include process optimization, equipment upgrades, implementation of smart control systems, operational efficiency improvements, reduced material usage, energy recovery and reuse, development of low-carbon products, and the adoption of renewable energy. Reduction targets and performance are regularly reviewed and tracked.

Climate Mitigation and Adaptation Strategies

Mitigation Measures	Adaptation Measures
01 Use of renewable energy	05 Develop Low-Carbon Products
02 Energy Recovery and Reuse	06 Reduce Material Usage
03 Equipment operational optimization	07 Enhancing manufacturing processes
04 Smart Control Systems	08 Equipment Renewal

2025 Energy-Saving & Carbon-Reduction Measures Saved

NT$8.56 Million

in Electricity Costs

Process Optimization

- Introduction of full-flow injection molding technology
- Adoption of vacuum adsorption in stamping CNC workshops to replace traditional air-blowing adsorption
- Wastewater recycling and reuse treatment systems

Operational Optimization

- Upgrading lighting equipment and replacing with energy-efficient lighting systems
- Energy-saving upgrades to air conditioning systems
- Energy-saving improvements and variable-frequency replacement of air compressors
- Water pump replacement and constant-pressure energy-saving upgrades; introduction of variable-frequency systems for cooling towers
- Thermal energy system improvements
- Sludge dewatering machine equipment upgrades
- Addition of circulating water equipment to enhance water conservation
- Energy-saving improvements and replacement of molding machines and robotic arms
- Sludge drying

Equipment Upgrades

- Lighting system upgrades and reduction of lighting tubes
- Variable-frequency constant-pressure water supply systems
- Energy-saving improvements to compressed air systems
- Thermal insulation and energy-saving upgrades for mold temperature controllers
- Addition of energy-saving air storage systems
- Energy-saving adjustments for die-casting fans
- Installation of variable-frequency drives on dust collection equipment for energy-saving improvements
- Energy-saving improvements for cooling tower water pumps

2025 Energy Saving & Carbon Reduction Performance

Total Number of Projects: 34 projects

2,615 MWh	9,416 GJ	1,518 tCO_2e
Total Electricity Savings	Total Energy Savings	Total Emissions Reduction

Emissions Reduction Distribution

Scope 1 and Scope 2 Emissions Reduction: 1,433 tCO2e

Scope 3 Emissions Reduction: 85 tCO2e

Electricity Saving Distribution

New (22 projects)	Continuing (12 projects)
Electricity Savings **2,047** MWh	Electricity Savings **568** MWh
Emissions Reduction **1,170** tCO_2e	Emissions Reduction **348** tCO_2e
Electricity Cost Savings NT$**6.9** million	Electricity Cost Savings NT$**1.66** million

【Calculation Notes】

- Electricity-saving benefits are calculated based on actual performance achieved within 12 months after project implementation. For 2025, only realized energy-saving performance during the year was recognized, while unrealized portions are deferred to the following year.
- Electricity cost savings = electricity savings × electricity price. Electricity prices are calculated by dividing the total annual electricity expenses of each site by electricity consumption and are uniformly converted into New Taiwan Dollars (NTD).

Climate Targets and Metrics

To address the long-term challenges posed by climate change to business operations and resource allocation, the Company promotes climate mitigation and adaptation initiatives across multiple areas, including energy use, process management, product design, and material adoption, and has established medium- and long-term climate management targets.

Relevant climate metrics and performance results are regularly reviewed by the Sustainable Development Committee and reported to the Board of Directors to strengthen Board oversight of climate performance and related risks.
The Company uses 2021, the year in which all major subsidiaries completed GHG inventory and verification, as the baseline year for setting its short-, medium-, and long-term climate targets. The 2025 climate targets and performance results are summarized in the table below.

Medium-term Climate Targets	
Target Year	Climate Target
2026	• Reduce total GHG emissions (Scope 1 + 2) by 15% from the baseline year • Reduce GHG emissions intensity (Scope 1 + 2) by 33% from the baseline year
2030	Total emissions (Scope 1 and Scope 2) decreased by 25% compared with the base year.

2025 Target	2025 Performance	Achievement Status	2026 Target
Reduce Scope 1 + 2 emissions by 12.5% from the baseline year	Scope 1 + 2 emissions totaled 121,655.214 tCO_2e, down 10.6% from the baseline year	−	Reduce Scope 1 emissions by 15% and Scope 2 emissions by 15%
Reduce Scope 1 + 2 emissions intensity by 24.4% from the baseline year	Emissions intensity was 95.992 tCO_2e per million USD, down 24.21% from the baseline year	−	Reduce Scope 1 and Scope 2 emissions intensity by 33%
Reduce purchased energy consumption by 14% from the baseline year	Purchased energy consumption was 707,006.97 GJ, down 7.25% from the baseline year	−	Reduce purchased energy consumption by 16.8%
Energy savings from energy efficiency projects account for 1% of total energy consumption	1.04%	✓	1.2%
Carbon reduction from decarbonization projects accounts for 0.1% of total emissions	0.19%	✓	0.5%
Renewable energy accounts for 0.5% of purchased electricity	0.56%	✓	Increase renewable energy share of total electricity consumption by 2% annually
Obtain Energy Star certification for 12 rugged computer products	12 rugged computer products obtained Energy Star certification	✓	Add Energy Star certification for 4 additional models
Achieve 42% ISO 50001 certification coverage across global operating sites	42%; 6 operating sites certified	✓	75% (additional 4 sites to be implemented)
Recycled plastic content accounts for 20% by weight	23%	✓	24%
Recycled metal content accounts for 70% by weight	72%	✓	73%
Recycled materials account for 63% of total material usage	54%	−	55%
Maintain process water recycling rate above 95%	95.5%	✓	Maintain above 95%

Internal Carbon Pricing

The Company has not yet implemented an Internal Carbon Pricing (ICP) mechanism and continues to monitor domestic and international carbon management policies and market developments while prudently evaluating the necessity and feasibility of implementation. Future adoption approaches will be assessed based on operational needs, regulatory developments, and cost-effectiveness, with reference to mechanisms such as *Taiwan's Climate Change Response Act* and the *EU Emissions Trading System (EU ETS)* to ensure alignment with external trends.

At the current stage, the Company is strengthening its carbon management foundation through GHG inventories, energy efficiency improvements, and carbon reduction initiatives as preparation for potential future implementation of related mechanisms, while continuing to track international trends in support of its long-term sustainability goals.

Climate Change Incentive Mechanism

To strengthen climate change management and encourage company-wide participation, the Company has established a structured internal incentive mechanism to enhance employee engagement and contributions related to energy conservation, carbon reduction, resource efficiency, and sustainable operations.

Through the Continue Innovation Program (CIP), employees are encouraged to propose innovative ideas and improvement initiatives covering process optimization, facility energy savings, energy efficiency, packaging reuse, and carbon emission reduction. Approved proposals are rewarded and recognized based on their effectiveness and impact.

In 2025, a total of 38 climate-related proposals were submitted, many of which focused on equipment energy efficiency optimization and process improvements to enhance energy efficiency and GHG emissions management. These initiatives generated one-time tangible benefits of approximately NT$1,135,162, while total employee rewards amounted to approximately NT$12,799.
The CIP mechanism not only strengthens employee participation in climate action but also fosters a corporate culture of proactively identifying and improving environmental performance.

4.2 Energy Management

Energy Management and Renewable Energy Initiatives

Energy Management and Efficiency Improvement
The Company continues to strengthen its energy management framework through energy structure optimization, equipment and process improvements, and enhanced energy efficiency to systematically reduce reliance on carbon-intensive energy sources. In recent years, total non-renewable fuel consumption has shown a downward trend, reflecting the gradual effectiveness of energy efficiency improvements and fuel substitution measures. Meanwhile, as operational scale expands, demand for purchased electricity and steam has increased accordingly. The Company manages these increases through its energy management mechanisms and continuously monitors their impacts on the overall energy structure.

Energy Performance and Intensity Management
Despite increased operational activity, overall energy intensity remained relatively stable, indicating that energy-saving measures partially offset the additional energy demand associated with business growth.

Energy Management System Implementation (ISO 50001)
The Company has implemented and obtained ISO 50001 Energy Management System certification at several operating sites, including Huntwell, Getac Kunshan, MPT Kunshan, MPT Suzhou, and Getac Changshu (including the Kunshan branch). Through the establishment of energy performance indicators, management of major energy-consuming equipment, and continuous improvement mechanisms, the Company has strengthened energy monitoring and management capabilities. Vietnam sites are scheduled to implement ISO 50001 in 2026.

Renewable Energy Adoption and Strategic Planning
The Company currently does not use biofuels or conduct self-generation of electricity and does not produce or sell electricity, heating, cooling, or steam externally. Renewable energy adoption has been incorporated into the Company's medium- and long-term energy and decarbonization strategy. Starting in 2025, the Company began progressively promoting renewable energy procurement, with Getac Technology and MPT Kunshan taking the lead in implementation.

In the future, the Company will progressively establish medium- and long-term renewable energy adoption targets based on the electricity consumption characteristics of each operating site, local regulatory environments, and market maturity. The Company will also evaluate diversified procurement approaches, including Power Purchase Agreements (PPAs) and Renewable Energy Certificates (RECs), to balance energy supply stability, cost efficiency, and decarbonization performance.

2025 Energy Consumption

In 2025, the Company's total energy consumption reached 903,287.445 GJ, representing an increase of 13.97% year-over-year and a slight increase of 0.77% from the baseline year. The increase in energy consumption was primarily attributable to business expansion and the inclusion of two additional subsidiaries within the reporting boundary.

2025

Total Energy Consumption
903,287 GJ
- YoY: +13.97%
- Compared with baseline year: +0.77%

Energy Mix
- Purchased electricity: 62.25%
- Non-Renewable fuels: 21.73%
- Purchased steam: 16.02%

Energy Consumption Changes
(Year-over-Year Changes)
- Non-Renewable fuels: YoY +8.19%
- Purchased electricity: YoY +14.34%
- Purchased steam: YoY +21.26%

Renewable Energy Adoption
GTC & MPTK | First-time adoption of renewable electricity
- Procurement volume: 874 MWh
- Renewable energy ratio: 0.56%
- Increase renewable energy ratio by 2% annually

Energy Intensity and Efficiency Performance

In 2025, the Company's energy intensity was 712.737 GJ per million USD, down 0.08% year-over-year and 14.60% from the baseline year, reflecting continued improvement in overall energy efficiency. During the year, the Company implemented 34 energy-saving and carbon reduction projects, reducing purchased energy consumption (natural gas and electricity) by approximately 2,615 thousand kWh. Details of energy reduction performance are provided in Section 4.1 Climate Action of this report.

From an energy mix perspective, non-renewable fuel intensity was 154.875 GJ per million USD, down 5.15% year-over-year, while purchased energy intensity (electricity and steam) was 557.862 GJ per million USD, up 1.42% year-over-year, remaining the primary energy source. Overall, although energy consumption increased with business expansion, the Company continued to improve energy efficiency through continuous energy-saving initiatives. Going forward, the Company will continue reducing reliance on purchased energy and progressively increase renewable energy adoption to lower energy intensity and support its low-carbon transition.

Energy Consumption Analysis Table

Category		Unit	2023	2024	2025
Diesel		Kg	263,283	245,706	233,067
Natural Gas		m^3	2,502,398	2,118,617	2,277,849
LPG		Kg	1,963,627	2,012,652	2,019,979
Gasoline		Kg	78,399	82,563	73,341
Purchased Electricity	Renewable	kWh	0	0	874,000
	Conventional	kWh	130,271,517	136,608,555	155,325,051
Purchased Steam		mt	41,920	42,644	51,694

2025 Energy Consumption and Intensity Analysis by Region

Item	Taiwan	China	Vietnam	Total
Total Energy Consumption (GJ)	13,758.039	570,895.429	318,633.977	903,287.445
Energy Intensity (GJ per million USD)	17.449	833.336	2,147.581	712.737

Energy Consumption and Intensity Analysis Table

Item			2023	2024	2025
Energy Consumption (GJ)	Diesel		11,326.249	10,552.729	10,017.469
	Natural Gas		84,541.023	72,058.156	88,122.965
	LPG		90,519.732	95,198.440	94,939.027
	Gasoline		3,439.063	3,609.738	3,201.010
	Total Non-Renewable Fuel Consumption		189,826.067	181,419.063	196,280.471
	Purchased Electricity	Renewable	0	0	3,146.400
		Conventional	468,977.460	491,790.799	559,170.183
	Purchased Steam		117,333.867	119,325.595	144,690.391
	Total Purchased Energy		586,311.328	611,116.394	707,006.974
	Total Energy Consumption		776,137.395	792,535.457	903,287.445
Energy Intensity (GJ per million USD)	Non-Renewable Fuel Intensity		169.975	163.287	154.875
	Purchased Energy Intensity		524.998	550.037	557.862
	Total Energy Intensity		694.974	713.324	712.737

【Calculation Notes】

The energy conversion factors adopted for each region are based on local regulatory authorities or internationally recognized standards, as detailed below:

- **Taiwan:** References include the 2025 announcement by the Climate Change Administration, Ministry of Environment (gasoline calorific value: 0.0318 GJ/L; density: 0.737), and the energy indicators published by the Energy Administration, Ministry of Economic Affairs (purchased electricity: 0.0036 GJ/kWh).
- **China:** Based on *GB/T 2589-2020 General Principles for Calculation of Comprehensive Energy Consumption* and the *Guidelines for Greenhouse Gas Emission Accounting and Reporting for Industrial Enterprises (Trial)*, including purchased electricity at 0.0036 GJ/kWh, gasoline at 0.0431 GJ/kg, diesel at approximately 0.0430–0.0433 GJ/kg, and purchased steam at 2.799 GJ/t. Natural gas factors are determined according to the gas composition analysis reports provided by suppliers.
- **Vietnam:** References the 2006 IPCC Guidelines, including gasoline at 0.0443 GJ/kg, diesel at 0.043 GJ/kg, liquefied petroleum gas (LPG) at 0.0470 GJ/kg, and purchased electricity at 0.0036 GJ/kWh.

4.3 Greenhouse Gas Emissions Management

Greenhouse Gas Inventory and Carbon Management

The Company conducts greenhouse gas (GHG) inventories in accordance with the ISO 14064-1 standard. The inventory scope covers Scope 1 (direct emissions) and Scope 2 (energy indirect emissions), while continuously expanding the categories and data completeness of Scope 3 value chain emissions. All operating sites have completed third-party verification under ISO 14064-1, covering all entities disclosed in this report to ensure consistency and reliability in inventory methodologies, boundary settings, and data quality. Certain subsidiaries have additionally adopted GHG Protocol inventory and verification mechanisms as an important foundation for alignment with IFRS Sustainability Disclosure Standards.

Inventory Boundary and Governance Mechanism

The inventory boundary is defined based on major operating sites included in the consolidated financial statements, using the Operational Control Approach to determine reporting entities and ensure consistency with the financial reporting boundary. Inventory results are incorporated into internal management review processes and reported to the Board of Directors on a quarterly basis, strengthening board-level oversight and participation in climate-related decision-making.

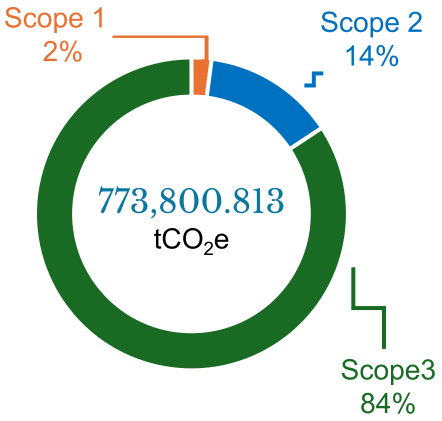
Scope 1 and Scope 2 Emissions Management

The Company continuously reduces the impact of operational activities on greenhouse gas emissions through energy efficiency management, process and equipment optimization, and control of purchased energy consumption for Scope 1 and Scope 2 emissions. In recent years, the emissions structure has remained relatively stable, indicating a high concentration of major emission sources and enabling management resources to focus on key reduction areas.

Scope 3 Emissions Management

The Company is progressively advancing the inventory and disclosure of Scope 3 greenhouse gas emissions, covering major categories including purchased goods and services, upstream and downstream transportation and distribution, waste generated in operations, business travel, employee commuting, and the use of sold products. In 2025, additional categories including capital goods, upstream leased assets, downstream leased assets, and investments were incorporated. Changes in Scope 3 emissions reflect not only business growth driven by increased revenue, but also the expansion of inventory boundaries and improved data coverage.

2025 Greenhouse Gas Emissions Breakdown



2025 Greenhouse Gas Emissions

- **Scope 1:** 16,008.534 tCO_2e (2.07%; YoY▲+8.51%)
- **Scope 2:** 105,646.680 tCO_2e (13.65%; YoY▲ +14.31%)
- **Scope 1 + Scope 2:** 121,655.214 tCO_2e (YoY▲ +13.51%)
- **Scope 3:** 652,145.600 tCO_2e (84.28%; YoY▲+60.75%)

→ Purchased goods and services accounted for 80.3% of Scope 3 emissions, indicating that the supply chain remained the primary source of emissions.

Variance Analysis:

- Increase in Scope 1 and Scope 2 emissions → **Expansion of operational scale and increased production capacity at certain sites.**
- Increase in Scope 3 emissions → **Expanded reporting boundaries and improved coverage rate.**

Emissions Efficiency Performance

- **Scope 1 emissions intensity:** 12.631 tCO_2e per million USD (YoY▼ -4.87%)
- **Scope 2 emissions intensity:** 83.360 tCO_2e per million USD (YoY▲ +0.21%)
- **Scope 1 + 2 emissions intensity:** 95.992 tCO_2e per million USD (YoY▼ -0.49%)

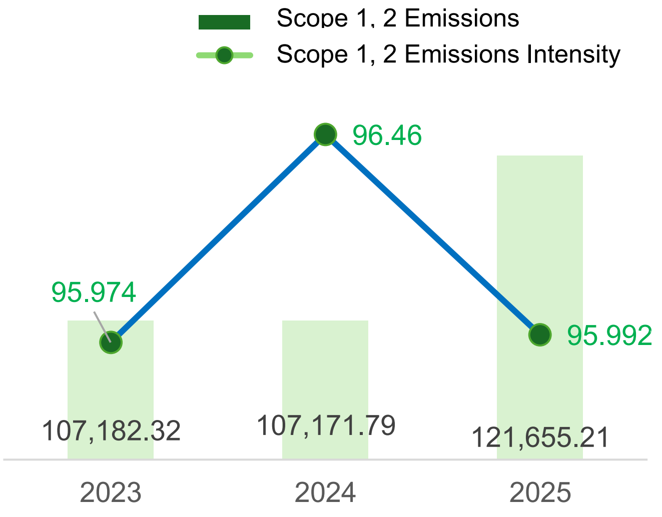
  → Overall emissions efficiency improved
- **Scope 3 emissions intensity:** 514.574 tCO_2e per million USD (YoY ▲ +40.92%)

Management Focus: As revenue growth continues to outpace emissions growth, the Company will further enhance carbon efficiency by advancing energy efficiency improvements, renewable electricity adoption, and supply chain decarbonization management to effectively control emissions across all scopes and support long-term decarbonization targets.

Greenhouse Gas Emissions and Intensity

Item	2021 (Base Year)		2023		2024		2025	
	Emissions	Emissions Intensity	Emissions	Emissions Intensity	Emissions	Emissions Intensity	Emissions	Emissions Intensity
Scope 1	10,331.503	9.618	13,223.756	11.841	14,753.179	13.279	16,008.534	12.631
Scope 2 (Location-based)	125,705.482	117.029	93,958.568	84.133	92,418.607	83.182	105,646.680	83.360
Scope 2 (Market-based)							112,500.150	88.768
Scope 3	232,650.359	216.592	233,235.361	208.845	405,700.662	365.152	652,145.600	514.574
Scope 1, 2 (Location-based)	136,036.984	126.647	107,182.324	95.974	107,171.786	96.460	121,655.214	95.992
Scope 1,2,3 (Location-based)	368,687.343	343.239	340,417.685	304.819	512,872.447	461.613	773,800.813	610.566

Emission Unit：tCO_2e；Emission Intensity Unit: tCO_2e per million USD



2025 Total Greenhouse Gas Emissions and Intensity by Region

Item	Taiwan		China		Vietnam	
	Emissions	Emissions Intensity	Emissions	Emissions Intensity	Emissions	Emissions Intensity
Scope 1	142.255	0.180	8,683.034	12.675	7,183.245	48.415
Scope 2 (Location-based)	1,925.594	2.442	64,401.949	94.007	39,319.137	265.010
Scope 2 (Market-based)	1,653.518	2.097	71,527.496	104.409	39,319.137	265.010
Scope 3	36,233.962	45.954	422,072.575	616.099	193,839.062	1,306.468
Scope 1, 2(Location-based)	2,067.849	2.623	73,084.983	106.682	46,502.382	313.424
Scope 1,2,3 (Location-based)	38,301.811	48.577	495,157.558	722.781	240,341.444	1,619.892

Emission Unit：tCO_2e；Emission Intensity Unit: tCO_2e per million USD

Scope 1 Emissions of the Seven Greenhouse Gases

Item	2023	2024	2025
Carbon dioxide (CO_2)	11,815.537	11,681.119	11,980.131
Methane (CH_4)	415.333	1,712.518	1,756.669
Nitrous oxide (N_2O)	19.583	269.016	63.173
Hydrofluorocarbons (HFCs)	973.304	1,090.525	2,208.561
Perfluorocarbons (PFCs)	0.000	0.000	0.000
Sulfur hexafluoride (SF_6)	0.000	0.000	0.000
Nitrogen trifluoride (NF_3)	0.000	0.000	0.000
Total	13,223.756	14,753.179	16,008.534

Unit: tCO_2e

Gas Emissions (GHG Protocol Classification)

Item		2023	2024	2025
Scope 1		13,223.756	14,753.179	16,008.534
Scope 2 (Location-based)		93,958.568	92,418.607	105,646.680
Scope 2 (Market-based)		-	-	112,500.150
Total Scope 3		233,235.361	405,700.662	652,145.600
Upstream	C1: Purchased Goods and Services	217,216.334	390,460.504	621,351.298
	C2: Capital Goods	0.000	0.000	608.474
	C3: Fuel- and Energy-Related Activities	0.000	63.966	6,444.429
	C4: Upstream Transportation and Distribution	415.054	573.489	1,464.206
	C5: Waste Generated in Operations	461.346	391.362	2,699.363
	C6: Business Travel	193.444	167.778	222.967
	C7: Employee Commuting	623.650	927.830	631.201
	C8: Upstream Leased Assets	0.000	0.000	2,922.956
Downstream	C9: Downstream Transportation and Distribution	4,673.503	3,935.454	3,300.947
	C10: Processing of Sold Products	0.000	0.000	0.000
	C11 Use of Sold Products	9,637.464	9,165.531	9,675.888
	C12: End-of-Life Treatment of Sold Products	14.566	14.747	5.683
	C13: Downstream Leased Assets	0.000	0.000	2,246.627
	C14: Franchises	0.000	0.000	0.000
	C15: Investments	0.000	0.000	571.560

Unit: tCO_2e

Calculation Notes

- Since 2021 (the baseline year), all GHG inventories disclosed within the reporting boundary of this report have been verified in accordance with ISO 14064-1.

Electricity Emission Factors:

- **Location-based:** Taiwan: 0.474 kg CO_2e/kWh; Kunshan, China: 0.5306 kg CO_2e/kWh; Vietnam: 0.6592 kg CO_2e/kWh; US: 0.3516 tCO_2/MWh; Germany: 0.3630 tCO_2/MWh; U.K.: 0.1770 tCO_2/MWh.
- **Market-based:** An emission factor of 0.6096 $kgCO_2e$/kWh was applied to Kunshan, China. All other operating locations adopted the same emission factors as those used under the location-based approach.

Sources of Emission Factors:

- **Taiwan:** Emission factors were sourced from the “2024 Electricity Carbon Emission Factor” published by the Energy Administration, Ministry of Economic Affairs, the Ministry of Environment Carbon Footprint Calculation Platform, and SimaPro. GWP values were adopted from the IPCC Sixth Assessment Report (AR6).
- **China:** Emission factors were sourced from the *2006 IPCC Guidelines for National Greenhouse Gas Inventories*, the *Guidelines for Accounting and Reporting Greenhouse Gas Emissions from Power Generation Facilities (2022 Revision)*, the *Guidelines for Accounting and Reporting Greenhouse Gas Emissions for Other Industrial Enterprises (Trial)*, and databases including SimaPro and the China Products Carbon Footprint Factors Database.
- **Vietnam:** Emission factors were sourced from the *2006 IPCC Guidelines for National Greenhouse Gas Inventories* and Decision No. 1726-BĐKH-PTCBT issued by the Vietnamese government.
- **Europe and U.S.**: U.S. Environmental Protection Agency (EPA) *eGRID Emission Factors*, German Environment Agency (UBA) *Emissionsfaktor für den deutschen Strommix*, and UK Department for Energy Security and Net Zero (DESNZ) *Conversion Factors for Company Reporting – Electricity Generated*.

5. Sustainable Environment

5.1 Environmental Policy

Against the backdrop of increasing climate change risks and tightening sustainability requirements, corporate environmental management has gradually evolved from voluntary management to compliance with international regulations and broader supply chain expectations. With the implementation of the *EU Corporate Sustainability Reporting Directive (CSRD)*, companies are required not only to strengthen management of climate change, resource use, and pollution prevention, but also to extend such requirements across the supply chain to enhance transparency and consistency of sustainability disclosures. For export-oriented industries, compliance with international environmental regulations and customer sustainability expectations has become a key factor in maintaining market competitiveness.

In response to these trends, the Company continues to promote carbon reduction initiatives, improve energy efficiency, and strengthen resource circularity practices. At the same time, the Company is progressively enhancing its management systems and implementation effectiveness for key environmental issues, including climate change response, water resource management, waste reduction, and air pollution control, in order to systematically reduce environmental impacts from operations.

Guided by the core philosophy of “Environmental Protection and Sustainable Regeneration,” Getac has established its environmental policy in accordance with the *Sustainable Development Best Practice Principles*. All operating sites are required to comply with local environmental regulations and implement measures related to energy conservation, carbon reduction, resource management, and hazardous substance control. In response to the global energy transition, renewable energy has been incorporated into the Company’s decarbonization strategy, with gradual adoption beginning in 2025 to reduce reliance on fossil fuels and enhance energy resilience and sustainability. Through systematic environmental management and continuous improvement initiatives, the Company is committed to building a low-carbon, energy-efficient, and responsible operating model, while collaborating with customers and supply chain partners to promote a sustainable value chain and fulfill its long-term commitment to environmental protection and sustainable development.

ISO 14001 Environmental Management System (100% Coverage)

All operating sites have implemented the ISO 14001 Environmental Management System and obtained third-party certification, with full coverage included within the scope of this report. Through a systematic management approach, the Company continuously conducts environmental risk identification, regulatory compliance assessments, and target management, while ensuring effective implementation through internal audits and external verification. Going forward, the Company will continue to strengthen the execution and coverage of its environmental management system to further enhance overall environmental governance and sustainability performance.

Getac Environmental Policy	
1	**Compliance with Laws and Regulations and Risk Prevention** Actively pay attention to global climate change trends, assess related risks and opportunities, conduct management and prevention in advance to grasp the development of laws and regulations, and ensure that operations comply with domestic and foreign environmental laws and regulations, such as *EU RoHS, WEEE,* and *REACH*; uphold the principle of clean production and strictly implement product and environmental management, build a green product platform and organize green supply chain management to meet customer requirements.
2	**Energy Conservation, Carbon Reduction, and Circular Innovation** Invest in effective energy- and water-saving initiatives to maximize resource efficiency; reduce carbon emissions through green manufacturing processes and innovative technologies; continuously improve waste and pollution management performance to minimize emissions and waste throughout the production process, while advancing sustainable development and promoting resource circularity.
3	**Green Products, Environmentally Friendly** Advance the environmental protection design of products, restrict the use of toxic and hazardous substances, and select environmentally friendly materials, such as plastic cases that comply with *EU RoHS* and are free of brominated flame retardants. The energy consumption design of the product conforms to the requirements of international energy labels, such as Energy Star, and achieves lightweight packaging, minimized material types, and optimized volume. Under the premise of meeting customer requirements, encourage the use of recycled raw materials and environmentally friendly materials, and reduce the use of packaging materials to reduce environmental impact.
4	**Information Transparency, Communication Initiative** Establish communication and consultation channels, disclose information related to environment, and communicate environmental policies with stakeholders. Proactively advocate and publicize sustainable issues, raise the environmental awareness of stakeholders, and leverage corporate influence to jointly promote environmental protection.
5	**Continuous Improvement, Effective Management** The Company establishes environmental objectives through its Environmental Management System (EMS), conducts regular reviews, and integrates environmental management into daily operations by providing appropriate communication, awareness program and training, thereby continuously improving environmental management performance.

5.2 Circular Economy

Getac is committed to integrating circular economy principles into product design and operational management. Through improved resource efficiency, material recycling, and low-carbon product design, the Company aims to reduce environmental impacts throughout the product lifecycle. In alignment with the United Nations Sustainable Development Goals (SDGs), particularly SDG 12 "Responsible Consumption and Production," the Company continues to promote lifecycle management covering raw material sourcing, product design and development, manufacturing, transportation and distribution, product use, and end-of-life recycling and reuse.

During product development and manufacturing, the Company adopts circular economy principles including Reduce, Reuse, Recycle, and Recovery, while enhancing resource efficiency and minimizing environmental impacts through the use of recycled materials, energy-efficient product design, environmental certifications, and resource recycling programs.

In addition, the R&D team actively promotes the use of PCR (Post-Consumer Recycled) plastics and recycled metal materials to reduce virgin material consumption and increase material circularity, further advancing the Company's circular economy strategy and strengthening product sustainability competitiveness.

Vertical Integration and Material Innovation: Getac Advancing PFAS-Free Materials

In recent years, PFAS (Per- and Polyfluoroalkyl Substances) have been widely used in packaging, household products, and coatings due to their high chemical stability, heat resistance, and oil-repellent properties. However, concerns over their environmental persistence and potential health impacts have continued to grow. To reduce the environmental and health risks associated with PFAS, the Company's subsidiary, MPT Kunshan, began investing in PFAS-free material development in 2022 and successfully developed PFAS-free recycled materials for application in the GLite product series. These materials have become among the industry-leading resin materials in terms of PCR (Post-Consumer Recycled) content, with certain material grades obtaining relevant certifications.

GLite uses PCR plastics with at least 40% PC-based recycled content, transforming post-consumer plastic waste into high-quality and sustainable raw materials. In addition to being halogen-free and flame-retardant, GLite offers excellent flowability and appearance, delivering strong manufacturing performance while providing customers with a more environmentally friendly and safer product option. To further promote the application of this technology and expand its adoption across the industry, the Company established Greemas Material (Kunshan) Ltd. in 2024.

Greemas not only supplies its PCR materials to affiliated companies' manufacturing sites, but also promotes these materials to the broader market, supporting the industry's transition toward more sustainable development.

Sustainable Materials

As brand customers place increasing emphasis on product decarbonization and circular design, recycled materials have become a key trend in product enclosure development. In response to industry trends, the Company continues to increase the practical use of recycled materials and steadily promotes circular material applications based on the characteristics and market demands of each business segment.

Driven by revenue growth in 2025, total material consumption for production increased significantly from 25,383 metric tons in 2024 to 34,588 metric tons, representing a 36% year-over-year increase. Among this, recycled material usage increased from 15,829 metric tons to 18,742 metric tons, up approximately 18% year-over-year. Although the proportion of recycled materials decreased from 62% to 54% due to the larger increase in total material consumption, the actual volume of recycled materials used continued to grow significantly.

Category	Recycled Material Ratio in 2024	Recycled Material Ratio in 2025	YoY Change	Key Notes
Plastics	15.5%	**23.4%**	▲ +7.9 pp	Significant Increase in Recycled Material Adoption
Metals	84.4%	**72.0%**	▼ -12.4 pp	Slight Decline Due to a High Base Effect
Total	**62.3%**	**54.2%**	**▼ -8.1 pp**	Structural Changes Affected the Overall Ratio

Calculation Notes

- Recycled material usage ratio (%) = Actual recycled material weight ÷ Total material usage weight × 100%
- Both recycled materials and total materials are calculated based on actual consumption. The calculation includes beginning inventory from the previous year and deducts ending inventory for the current year.
- pp = percentage point(s)

Analysis by Material Type:
For plastic materials, total usage increased from 8,116 metric tons in 2024 to 12,668 metric tons in 2025, representing a 56% increase. Recycled plastic usage increased significantly from 1,255 metric tons to 2,965 metric tons, with the recycled content ratio rising from 15.5% to 23.4%. This improvement was mainly driven by deeper collaboration between the plastics business group and customers, as well as successful integration of material development and manufacturing processes, which expanded the mass production application of recycled plastics in product enclosures. As a result, the recycled plastic ratio increased to 23%. In addition, the electronics business group further increased the use of recycled materials in rugged computer enclosures, raising the recycled plastic ratio to 29% and further enhancing overall circular material application performance.

For metal materials, total usage increased from 17,267 metric tons in 2024 to 21,920 metric tons in 2025. Recycled metal usage increased from 14,574 metric tons to 15,777 metric tons, accounting for 72.0% of total metal usage (84.4% in 2024). Among this, the automotive business group maintained a high recycled metal usage ratio of 87%, while the electronics business group increased the proportion of recycled metal used in rugged computer products to 19%, demonstrating the effectiveness of supply chain collaboration and process optimization.

Overall, despite increased raw material demand driven by business expansion, the Company continued to increase the actual use of recycled materials and promote the adoption of circular plastic and metal materials across different product structures, further advancing its circular economy initiatives.

Goal	2025 Target	Status	2025 Performance	2026 Target
Recycled Plastic Content Ratio by Weight	20%	✓	23%	24%
Recycled Metal Content Ratio by Weight	70%	✓	72%	73%
Recycled Material Content Ratio by Weight	63%	–	54%	55%

Recycled Material Usage Status

Unit: Metric tons

Item	2023			2024			2025		
Raw Materials	Total Usage	Recycled Material Usage	Recycled Material Usage Ratio	Total Usage	Recycled Material Usage	Recycled Material Usage Ratio	Total Usage	Recycled Material Usage	Recycled Material Usage Ratio
Plastics	7,589	2,512	33.1%	8,116	1,255	15.5%	12,668	2,965	23.4%
Metals	16,688	12,483	74.8%	17,267	14,574	84.4%	21,920	15,777	72.0%
Total	24,277	15,003	61.8%	25,383	15,829	62.3%	34,588	18,742	54.2%

Calculation Notes
- Definition of recycled materials: Includes recycled plastics and recycled metals
- Actual recycled material weight = Total material weight × Recycled material content ratio (%)
- Recycled material usage ratio (%) = Actual recycled material weight ÷ Total material weight used × 100%
- Both recycled materials and total materials are calculated based on actual consumption, including inventory carried over from the previous year and deducting inventory remaining at the end of the current year.

Low-Carbon Design and Energy Efficiency Performance

In response to global energy transition and decarbonization trends, the Company's subsidiary, Getac Technology, continued to promote low-carbon and energy-efficient product design by balancing high-performance computing with energy efficiency. The Company developed rugged computer products that comply with international energy efficiency standards and are widely used by government agencies and enterprise customers. In 2025, all product series complied with international energy-saving standards, including ENERGY STAR® 9.0, DOE (U.S. Department of Energy), and CEC (California Energy Commission) requirements, and were tested and verified by third-party laboratories to ensure excellent energy efficiency under high-performance operation. A total of 12 rugged computer and tablet models obtained ENERGY STAR® 9.0 certification in 2025.

Energy Efficiency Performance of Products

Average annual electricity savings per product: 4.53 kWh

Overall Energy Saving Performance in 2025

Total electricity savings: 326,717 kWh

Emissions reduction: 154.86 metric tons CO_2e

*The electricity emission factor used for carbon emissions calculation was based on the 2025 official value of 0.474 kg CO_2e/kWh announced by the Taiwan Energy Administration, Ministry of Economic Affairs.

Revenue Contribution of GTC's ENERGY STAR®-Compliant Products (%)

Item	2023	2024	2025
Revenue Contribution of Tablet Products Meeting ENERGY STAR® Standards (%)	28.62%	27.00%	29.01%
Revenue Contribution of Notebook Products Meeting ENERGY STAR® Standards (%)	50.73%	42.49%	50.35%
Combined Revenue Contribution of Tablet and Notebook Products (%)	79.34%	79.32%	79.35%

EPEAT Environmental Product Certification

A total of 13 rugged computer models sold by the Company's subsidiary, Getac Technology, have obtained EPEAT environmental certification. Supported by the U.S. Environmental Protection Agency (EPA), EPEAT is a globally recognized environmental performance assessment system for electronic products and is widely adopted in green procurement programs worldwide.

The certification covers product recyclability, energy efficiency, material selection, and pollution control. Obtaining EPEAT certification demonstrates compliance with international environmental standards and supports customers in achieving sustainable procurement goals. As EPEAT standards continue to evolve, requirements for carbon footprint disclosure, supply chain management, and recycled material usage have also been strengthened.

Getac Technology will continue promoting EPEAT Silver and Gold certifications to enhance product sustainability competitiveness.

Revenue Contribution of GTC's EPEAT-Compliant Products (%)

Item	2023	2024	2025
Revenue Contribution of Tablet Products Designed to Meet EPEAT Standards (%)	28.62%	27.62%	32.26%
Revenue Contribution of Notebook Products Designed to Meet EPEAT Standards (%)	50.73%	54.70%	60.58%
Combined Revenue Contribution of Tablet and Notebook Products (%)	79.34%	82.32%	92.84%

Green Product Design Performance

2025 Environmental Certification Adoption Results

- Revenue contribution of products designed to meet EPEAT standards: 92.84%
- Revenue contribution of products designed to meet ENERGY STAR® standards: 80%

epeat GOLD

epeat SILVER

Recycling and Product Life Extension

To support the circular economy and improve resource efficiency, the Company promotes resource recycling and waste reduction through measures such as packaging material recycling, process optimization, and circular logistics management.

Packaging and Logistics Circularity

The plastics business group (MPT Kunshan, MPT Suzhou, and MPT Vietnam) commissioned qualified recycling vendors to recycle cardboard boxes, achieving recycling rates of 41%, 28%, and 97%, respectively, in 2025. In addition, the automotive business group (Getac Changshu and its Kunshan branch) introduced reusable PV plastic containers to replace single-use cardboard boxes, achieving recycling rates of 85% and 94%, respectively.

Pallet and Production Packaging Circularity

The Company is gradually replacing wooden pallets with plastic pallets and has established recycling and reuse mechanisms to extend pallet lifespan and reduce carbon footprint. The automotive business group (Getac Changshu and its Kunshan branch) achieved pallet recycling rates of 79% and 95%, respectively. In addition, certain sites reuse cleaned dividers, inserts, plastic containers, and trays used in production packaging to improve resource efficiency and reduce waste generation.

Process Optimization and Raw Material Reduction

1. The plastics business group (MPT Suzhou) optimized mold and process design to reduce excess material usage during production. The weight of each notebook enclosure was reduced by 6.8% (approximately 35 grams), exceeding the original target of 4% (approximately 20 grams). In 2025, the initiative reduced plastic material usage by a total of 13,510 kg, improving material efficiency and reducing resource consumption.
2. The automotive business group (Getac Changshu) improved material efficiency through mold design optimization by replacing a one-mold-three-cavity design with a one-mold-two-cavity design. The original 2025 target was to reduce metal material usage by 5,000 kg; however, despite higher-than-expected shipment volumes, the actual reduction reached 8,852 kg, exceeding the initial target.

In 2025, the two material reduction projects together reduced material usage by a total of 22,362 kg, accounting for approximately 0.06% of total material consumption.

End-of-Life Product and E-Waste Recycling Management

From a product lifecycle perspective, only the self-branded rugged computer products of the Company's subsidiary, Getac Technology, involve end-user electronic waste management. Other subsidiaries mainly operate OEM businesses and are not involved in end-of-life product recycling or disposal, making it difficult to obtain data on the recyclable weight of end-of-life products.

All self-branded rugged computer products manufactured by Getac Technology fully comply with the *EU Waste Electrical and Electronic Equipment (WEEE) Directive*. Products are labeled with recycling marks and accompanied by disassembly instructions. Recycling and easy-disassembly concepts are incorporated during the product design stage, and products comply with multiple international environmental regulations and standards, including the EU ErP Directive, U.S. EPEAT ecolabel requirements, France's Triman recycling labeling requirements, and Italy's packaging recycling labeling regulations, to improve disassembly efficiency and resource recovery at the end of product life.

Getac Technology's major customers are government agencies and enterprise users, some of which have established equipment disposal and information security management systems that allow them to independently handle equipment recycling and disposal. For customers without recycling capabilities, the Company provides the U.S. Take Back Program and U.K. Recycling Program, with recycling and dismantling operations handled by qualified third-party recyclers.

In 2025, the Company processed a total of 35.56 metric tons of end-of-life electronic products and e-waste through product take-back programs and recycling partners, representing approximately 10% of the total weight of rugged computer products sold during the year. Recycling operations were carried out by qualified third-party recyclers, with reusable materials recovered through dismantling and sorting processes to reduce the environmental impact of electronic waste.

Under the *EU WEEE Directive*, manufacturers or importers selling electronic equipment in the European market are required to fulfill Extended Producer Responsibility (EPR) obligations and bear recycling and treatment costs based on product type and the weight of products placed on the market. Due to differences in recycling systems and disclosure practices among EU member states, some recycling data is consolidated by recycling schemes, while certain enterprise customers independently manage equipment disposal. Therefore, the Company currently discloses recycling data based on audit information provided by recycling partners.

5.3 Product Safety and Chemical Substance Management

Product Safety and Compliance Requirements

The Company has established product safety and regulatory compliance management mechanisms based on the functions, application scenarios, and target markets of each business unit's products. Customer health and safety, as well as product marketing and labeling, are incorporated into product lifecycle management processes. From product design, material selection, manufacturing, testing, and shipment to after-sales service, the Company systematically conducts risk identification and control. The scope of these management mechanisms covers rugged computers, power modules, plastic components, and metal mechanical parts. Due to differences in product functions and market regulations, applicable laws and standards vary by product category and are not universally applied to all products.

Electronic products, including notebook computers and OEM power modules, are required to comply with regulations related to electrical safety, electromagnetic compatibility (EMC), communications, energy efficiency, hazardous substances, and environmental requirements, and must obtain relevant product certifications and labeling in target markets.

Mechanical products, including notebook plastic injection-molded and aluminum stamped enclosures, as well as automotive aluminum die-casting parts, are mainly managed in accordance with material safety, hazardous substance and chemical management, and environmental and recycling regulations.

Electrical and Product Safety Management

For products with electrical or electronic functions, the Company conducts electrical safety testing and certification in accordance with the regulations of each target market. Power modules and related electronic products obtain or comply with the following major safety standards based on product characteristics and customer requirements:

- U.S. UL certifications (including QMMY2, VZQC2, and QMRX2 categories)
- IECEE CB Scheme (IEC international mutual recognition system)
- Country- or region-specific electrical safety standards, including Taiwan BSMI, EU CE, U.K. UKCA, Japan PSE, Korea KC, India BIS, Vietnam MIC, and Thailand TISI

Among these, plastic molded products manufactured by the plastics business group obtained UL QMMY2 certification to ensure the plastic materials meet electrical safety and fire resistance requirements. Assembled plastic mechaical components obtained UL VZQC2 certification to ensure electrical safety and structural stability under actual operating conditions. In addition, the plastics business group completed 29 EMI process certification projects under UL QMRX2 to verify electromagnetic interference control capability and process consistency.

EMC, Communication, and Battery Safety

For products with wireless or electronic functions, the Company conducts electromagnetic compatibility (EMC) and communication testing and certification in accordance with market regulations, including *U.S. FCC*, *Canada ICES-005*, and *Taiwan NCC* requirements. In addition, products containing lithium batteries or related power components comply with battery safety standards such as *China CCC, IEEE 1625*, and *IEEE 1725 (CTIA 1625 / 1725)*, and follow dangerous goods transportation regulations including the *IATA DGR* and *IMDG Code* to reduce safety risks during transportation and product use.

Hazardous Substance and Chemical Safety Management

The Company implements hazardous substance and chemical safety management based on the characteristics of products across each business unit. All products comply with *RoHS* and the *EU Battery Regulation*, and further align with *REACH (Registration, Evaluation, Authorization and Restriction of Chemicals)*, *POPs (Persistent Organic Pollutants Regulation)*, and China's *Requirements for Concentration Limits for Certain Restricted Substances in Electrical and Electronic Products*.

Certain products also adopt halogen-free design based on customer requirements and product design objectives, complying with standards such as *IEC 61249-2-21* and *J-STD-709* to reduce potential environmental and human health impacts during manufacturing, use, and disposal stages.

In addition, all rugged computer products manufactured by the Company's subsidiary, Getac Technology, disclose and report chemical substance information in accordance with the *IEC 62474* Declarable Substances List established by the International Electrotechnical Commission (IEC), enhancing transparency of chemical substance information in products.

As of the reporting period, 100% of the Company's products complied with *RoHS*, *REACH*, *POPs*, and other applicable regulatory requirements, and also complied with recycling and circular resource regulations such as the *WEEE Directive* based on market-specific requirements.

Hazardous Substance Process Management

To strengthen hazardous substance process management, five subsidiaries — Getac Technology, Getac Kunshan, MPT Kunshan, MPT Suzhou, and MPT Vietnam — have implemented the IECQ QC 080000 Hazardous Substance Process Management (HSPM) system.

Through this management framework, the Company integrates restricted and prohibited substance management into supplier evaluation, material approval, incoming material inspection, manufacturing processes, and shipment management to ensure that materials and components comply with applicable environmental regulations.

The Company has also established a Green Product Management (GPM) system, requiring suppliers to regularly update product testing reports and monitor the regulatory compliance status of components and materials. All newly procured materials are required to provide valid testing reports issued within the past two years to ensure ongoing compliance with the latest international environmental regulations. All incoming material inspection results in 2025 complied with relevant requirements, and no non-compliant materials were identified.

Monitoring and Updates of Restricted Substance Regulations

In response to the rapid evolution of global environmental and chemical management regulations, the Company continues to monitor the latest international regulatory developments and comprehensively review and update its internal *Restricted and Hazardous Substance Control Specification*. Recent management priorities include:

- Expansion of regulated substances under China's *Requirements for Concentration Limits for Certain Restricted Substances in Electrical and Electronic Products* to 10 substances.
- Addition of UV-328 and Dechlorane Plus to the prohibited substances list under the POPs Regulation.
- EPEAT and U.S. TPCH requirements prohibiting the use of PVC, phthalates, and PFAS in packaging materials.
- Expansion of the REACH SVHC candidate list to 251 substances.
- Inclusion of EU 2024/573 (Fluorinated Greenhouse Gases) and EU 2024/590 (Ozone-Depleting Substances) into HSPM management to control the use of high-GWP (Global Warming Potential) gases and ODP (Ozone Depletion Potential) substances within products and supply chains.
- Ongoing monitoring of revisions to the RoHS Directive (2011/65/EU), including exemptions and restricted substance requirements, to ensure product compliance.
- Enhancement of PFAS substance inventory management and supply chain controls in accordance with OECD and EU definitions.

Product Labeling and Marketing

The Company discloses product labeling and marketing information in accordance with the product attributes of each business unit and the regulatory requirements of shipment destinations. The scope of application covers products including rugged computers, power modules, and plastic and metal mechanical components.

Based on different market requirements, the Company clearly provides relevant safety, environmental protection, energy efficiency, communication, and sustainability labeling information on product bodies, packaging, or accompanying documentation, including but not limited to Energy Star, EU ErP, EPEAT, TCO Certified, and France's Triman labeling requirements.

All externally disclosed product information is subject to internal review and verification procedures prior to publication to ensure its accuracy, completeness, and regulatory compliance.

Product Regulatory Compliance

In 2025, neither the Company nor its subsidiaries experienced any incidents across business units or product categories involving penalties imposed by competent authorities due to violations of product health and safety regulations, nor were there any material product recalls initiated. In addition, there were no incidents of regulatory penalties related to non-compliance in product or service information labeling, marketing communications, or promotional practices.

5.4 Water Resource Management

Water Resource Risks

As extreme climate events intensify and water resources become increasingly unevenly distributed, water availability has become a critical factor affecting business operations and supply chain stability. United Nations SDG 6 emphasizes ensuring the sustainable management of water resources, highlighting its importance to sustainable development.

Getac Holdings has incorporated water resource management into its environmental governance and risk management framework. Through reducing water intensity, improving water use efficiency, and promoting water recycling and reuse, the Company also integrates water-saving technologies and process optimization measures to reduce impacts on water resources and enhance operational resilience. To better understand water-related risks across operating sites, the Company regularly evaluates water withdrawal, consumption, and discharge conditions at each facility, analyzes their potential environmental and social impacts, and establishes corresponding management measures and improvement targets based on the level of identified risks.

Water Resource Risk Assessment

Risk Aspect	Impact Level	Assessment Basis
Water Withdrawal	Low	Water withdrawal in China, Taiwan, and Vietnam is sourced entirely from local municipal water supply systems. As electronic manufacturing processes require minimal water usage, while plastic and metal manufacturing processes primarily utilize recycled and recirculated water, the overall impact from water supply disruptions is relatively limited.
Drinking Water	Low	Drinking water at all operating sites is treated using filtration systems and undergoes regular testing in accordance with applicable regulatory requirements.
Flooding	Low	The Company has established an *Emergency Response Management Procedure* and implemented adaptation measures to enhance post-disaster recovery capabilities. No related incidents or disasters occurred in 2025.
Regulatory Compliance	Low	The Company regularly reviews applicable regulations to ensure compliance, engages licensed wastewater treatment contractors for wastewater disposal, and conducts periodic water quality monitoring and testing. In 2025, all operating sites passed water quality inspections without penalties, and no incidents involving chemical, oil, or wastewater leakage occurred.

Water Usage

The Company's water withdrawal is primarily used for employee domestic use and manufacturing processes. Among these, only process water is suitable for recycling and reuse, while domestic water currently has no recycling mechanism in place. To effectively reduce dependence on external water resources, operating sites have established process water recirculation systems, with manufacturing operations primarily utilizing recycled water. Overall water recirculation rates have consistently remained above 95%. As the Company is not a water-intensive industry and its manufacturing process water is highly recycled and reused, the overall operational impact arising from water supply disruptions or water scarcity events is relatively limited.

Process Water Recirculation

Unit: Million Liters

Item	2023	2024	2025			
			Total	Taiwan	China	Vietnam
Total Process Water Recirculation Volume	16,141.68	17,017.91	16,466.29	0.00	10,924.13	5,542.16
Water Recirculation Rate (%)	98.1%	97.6%	95.5%	0.0%	I95.9%	94.6%

*Process Water Recirculation Rate = Process Water Recirculation Volume ÷ (Process Water Recirculation Volume + Production Water Withdrawal Volume) × 100%

Water usage across operating sites is described as follows:

- The Electronics Business Group (Getac Technology, Atemitech, Getac Kunshan, Huntwell) primarily engages in electronic product manufacturing. As assembly processes require minimal water usage, water withdrawal is mainly for domestic use.
- The Plastics Business Group (MPT Kunshan, MPT Suzhou, MPT Vietnam, Greemas) primarily engages in plastic injection molding and anodizing surface treatment. Water withdrawal is mainly used for mold cooling in injection molding processes, coating operations, and anodizing processes.
- The Automotive Business Group (Getac Changshu and its Kunshan branch, Getac Vietnam) manufactures metal die-casting components, with certain die-casting production processes involving cleaning operations.

Water Resource Risk Identification

The Company conducted water resource risk assessments based on the Aqueduct Water Risk Atlas developed by the World Resources Institute (WRI), covering major operating sites in Taiwan, China, and Vietnam. All operating sites source water from local municipal water supply systems. The primary watershed areas include Feitsui Reservoir in Taiwan, Kuilei Lake and Changhu River in China, and

Nam Son Dap Cau in Vietnam. Assessment results indicate that approximately 97.43% of the Company's total water withdrawal is located in areas classified as having high to extremely high baseline water stress, highlighting the importance of water resource management to operational stability. Accordingly, the Company continued to implement water-saving measures, process optimization, and water recycling initiatives to reduce the potential operational impacts associated with water stress.

2025 Water Usage Overview

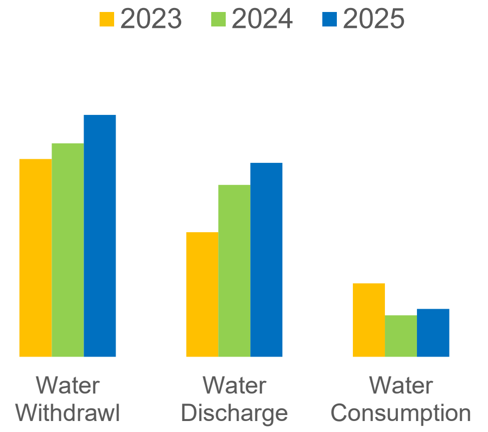
Overall Water Usage Overview:

- Total Water Withdrawal: 713.91 million liters (YoY▲+13.34%)
- Total Water Discharge: 572.63 million liters
- Total Water Consumption: 141.28 million liters

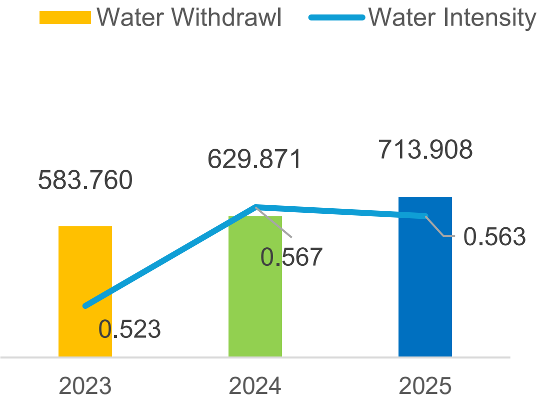
Main reasons for the increase in total water withdrawal:

- Increased production capacity → **increased steam consumption**
- Water pipe leakage at operating sites → **nitrogen testing and repairs have been completed**

Water Usage Over the Past Three Years



Water Withdrawal and Water Intensity Over the Past Three Years



Water Resource Risk Distribution Across Operating Sites

Water Resource Risk Identification	Taiwan	China		Vietnam
Water Source	Feitsui Reservoir	Kuilei Lake	Changhu River	Nam Son Dap Cau
Baseline Water Stress	Low-Medium	High	High	Extremely High
Receiving Water Body	Tamsui River	Wusong River	Yangtze River	Cau River
Water Withdrawal Ratio (%)	2.57%	50.94%	6.12%	40.37%

Water Usage Analysis Table

Item	2023	2024	2025			
			Total	Taiwan	China	Vietnam
Water Withdrawal	583.760	629.871	713.908	18.370	407.334	288.205
Water Discharge	367.350	507.591	572.625	14.696	327.365	230.565
Water Consumption	216.410	122.280	141.283	3.674	79.969	57.640
Water Intensity	0.523	0.567	0.563	0.023	0.595	1.942

Water Volume Unit: Million Liters;
Water Intensity Unit: Million Liters / Million USD

【Calculation Notes】

- Water use practices at the Company's operating sites vary according to their operational characteristics, as described below:
  - Getac Holdings, Getac Technology, Atemitech, Huntwell, and Getac Kunshan only use domestic water and do not consume production water.
  - MPT Kunshan and MPT Suzhou use steam in manufacturing processes. Their total water withdrawal is calculated as the sum of domestic water withdrawal, production water withdrawal, and steam condensate water.
- Production water consumption is calculated as follows:
  Production Water Consumption = (Production Water Withdrawal + Steam Condensate Water) − Production Water Discharge
- For other operating sites, production water consumption is estimated at 20% of production water withdrawal, while discharge volume is estimated at 80%.
- All water used by the Company is classified as freshwater (Total Dissolved Solids ≤ 1,000 mg/L).
- China operating sites calculate water withdrawal based on water meter records, water utility invoices, and purchased steam invoices; Taiwan and Vietnam operating sites compile data based on water bills and related invoices.

Water Resource Management

All operating sites disclosed in this report have obtained ISO 14001 Environmental Management System certification and implement water resource management accordingly. Through systematic management, water-saving equipment, process water recycling, and employee awareness initiatives, the Company continues to improve water use efficiency.

To address climate change and water stress risks associated with operating sites located in medium- to high-water-stress areas, the Company has established practical water management targets focused on improving water efficiency, reducing abnormal water usage risks, and stabilizing process water recycling systems. Water withdrawal is monitored based on regional operational characteristics, with quarterly monitoring in Taiwan and Vietnam and monthly monitoring in China. Continuous monitoring and periodic reviews help strengthen overall water management resilience.

Reduction Measures

To improve water efficiency and reduce environmental impacts, the Company continues to strengthen water resource management through process optimization, equipment investment, and operational improvements. The Company has optimized water recycling systems and established water recovery facilities at Getac Kunshan, MPT Kunshan, MPT Suzhou, MPT Vietnam, Getac Vietnam, and Getac Changshu and its Kunshan branch. Measures including wastewater reuse, recirculating water systems, and UF/RO treatment technologies help reduce freshwater withdrawal and wastewater discharge while improving water recycling efficiency.

The Company also strengthens pipeline inspection and maintenance at high water-consumption sites to reduce leakage risks and progressively implements water monitoring and meter-reading systems to improve abnormal water usage management. For domestic water use, water-saving equipment upgrades and employee awareness initiatives are continuously promoted to enhance overall water efficiency.

2025 Water Conservation Performance

Water Saved: **34.858** million liters

Percentage of Total Water Withdrawal: **4.88%**

Sources of Water Savings

Process Optimization

- Upgraded water recycling equipment
- Enhanced wastewater reuse mechanisms

Contributed approximately **2.61%** of total water withdrawal reduction

Management Enhancement

- Pipeline inspections at high-risk operating sites
- Adoption of nitrogen leak detection technology

Contributed approximately **2.27%** of total water withdrawal reduction

Water Resource Indicators and Target Achievement Status

Item	2025 Target	2025 Performance	Status	2026 Target
Water Withdrawal	Total water withdrawal not to exceed 686 million liters, representing a 12.5% reduction from the base year and an 8.8% increase from the previous year.	Total water withdrawal was 713.91 million liters, representing an 8.88% reduction from the base year and a 13.34% increase from the previous year	−	Reduce total water withdrawal by 15% from the base year
Water Intensity	Water intensity below 0.567 million liters per million USD	Water intensity was 0.563 million liters per million USD, representing a 22.77% reduction from the base year and a 0.64% decrease from the previous year	✓	Continue to reduce water intensity year by year
Process Water Recycling Rate	Maintain a recycling rate above 95%	Process water recycling rate reached 95.5%	✓	Maintain a process water recycling rate above 95%
Water-Saving Improvement Measures	Continue enhancing process water recycling equipment and wastewater reuse	Water savings reached approximately 18.65 million liters, accounting for approximately 2.61% of total water withdrawal	✓	Water savings target of approximately 2.73 million liters
Abnormal Water Usage Management	Strengthen pipeline inspections at high-risk operating sites and introduce nitrogen leak detection technology	Water savings reached approximately 16.20 million liters, accounting for approximately 2.27% of total water withdrawal	✓	Continue strengthening pipeline inspections
Regulatory Compliance	100% compliance of wastewater discharge with local regulations and permit standards	Zero violations, zero penalties, and zero leakage incidents throughout the year	✓	100% compliance of wastewater discharge with local regulations and permit standards

5.5 Waste Management

To reduce environmental impacts and promote resource sustainability, the Company has established dedicated management units in accordance with ISO 14001 management procedures to effectively monitor waste sources, generation, and management practices. The parent company and major subsidiaries have obtained ISO 14001 Environmental Management System certification, implemented internal waste management procedures, and engage qualified contractors for waste disposal.

All operating sites comply with local waste management regulations and follow the Company's internal "*Waste Management Procedures*." Waste handling processes, including waste type, quantity, and disposal contractors, are subject to documented tracking and management. Relevant personnel also receive training to ensure proper understanding of waste handling risks and management practices.

Waste Value Chain

The Company's waste value chain consists of three stages: raw material input, manufacturing operations, and final output. Resource recycling and waste reduction measures are implemented throughout each stage to reduce environmental impacts and pollution risks.

1. **Raw Material Input Stage**

Major raw materials include plastic pellets, aluminum ingots, electronic components, and packaging materials. Waste at this stage mainly comes from packaging use and transportation losses. High-risk materials such as battery cells and defective PCB boards are managed under the Company's internal hazardous substance risk classification management system. Defective materials are either returned to suppliers or handled by qualified contractors to ensure proper disposal and regulatory compliance.

2. **Manufacturing Operations Stage**

The Company's manufacturing processes include electronic assembly, aluminum die-casting, plastic injection molding, and coating operations. Production activities may generate general waste such as scrap metal and waste plastics, as well as industrial waste requiring specialized treatment, including oil-based paint, cutting fluids, waste oil, aluminum slag, and aluminum ash. In addition, sludge and filter cotton generated from exhaust gas and wastewater treatment systems in coating operations are recycled or disposed of by qualified contractors in accordance with applicable regulations to prevent secondary pollution.

3. **Final Output Stage**

As rugged computers are our proprietary brand, we integrate Design for Disassembly at the initial design stage. Regarding electronic mechanical parts, we maximize the use of Post-Consumer Recycled (PCR) plastics. At the end of the product life cycle, recycling and disposal are carried out in accordance with brand owners' product take-back mechanisms and relevant local recycling regulations. Automotive mechanical components incorporate recycled metals as raw materials. At the end of a vehicle's service life, components can be recovered through end-of-life vehicle (ELV) recycling systems, where recovered metals are dismantled, sorted, remelted, and refined into recycled metal raw materials for use in the manufacture of new products, thereby reducing the consumption of virgin resources and supporting a circular economy.

Waste Generation Overview

- Total Waste Generated: 6,832.84 metric tons (YoY▲+4.84%)
- Non-hazardous Industrial Waste: 5,576.02 metric tons (81.61% | YoY ▲ +4.52%)
- Hazardous Industrial Waste: 1,256.82 metric tons (18.39% | YoY ▲ +6.29%)

The increase in total waste generation was mainly driven by higher production volume and operational expansion, resulting in increased packaging waste and manufacturing waste such as aluminum scrap and aluminum ash.

Waste Reduction and Management Performance

2025 Waste Reduction Results

- Implemented 6 hazardous waste reduction projects
- Total waste reduction: 69.12 metric tons (approximately 5.5% of hazardous waste)
- Waste reduction volume approximately doubled compared to 2024, reflecting the continued effectiveness and expansion of waste reduction measures.

Major Reduction Measures

MPT Kunshan Getac Changshu

Introduced low-temperature drying equipment for sludge and paint residue to reduce waste disposal weight

→ Waste Reduction: 67.64 metric tons

Getac Kunshan

Introduced an automatic flux treatment system to reduce residue and cleaning frequency

→ Waste Reduction: 1.18 metric tons

Getac Kunshan

Optimized stencil wiping efficiency of equipment to reduce consumables usage

→ Waste Reduction: 0.3 metric tons

Waste Intensity Trend

In 2025, overall waste intensity was 5.391 metric tons per million USD, down from 5.866 metric tons per million USD in 2024. Among which:

- Non-hazardous industrial waste intensity decreased from 4.802 to 4.400
- Hazardous industrial waste intensity decreased from 1.064 to 0.992

This indicates that despite increases in operational scale and production volume, the Company continued to reduce waste generated per unit of output through waste reduction measures and process optimization.

Waste Disposal

The Company primarily treats waste through incineration (including with and without energy recovery) and recycling (including preparation for reuse, recycling, and other recovery methods). All waste is disposed of off-site in accordance with applicable regulations. The Company has established comprehensive waste classification and recycling management mechanisms to improve resource recovery efficiency, reduce dependence on natural resources, and optimize waste management processes.

For general waste management, the Company implements waste segregation and promotes waste reduction initiatives at all operating sites, such as encouraging employees to use reusable cups, utensils, and bags, while avoiding the provision of disposable paper cups at meetings to reduce domestic waste generation. Domestic waste is sent to municipal waste treatment facilities for incineration, with some facilities equipped for energy recovery. Waste paper and wooden pallets are reused until no longer serviceable, after which they are recycled by qualified local recyclers.

For general waste generated from operational activities and suppliers, the Company commissions qualified third-party contractors for incineration, recycling, or other lawful disposal methods. Hazardous waste is handled by licensed hazardous waste treatment contractors. Through qualification reviews and waste manifest management systems, the Company ensures that waste transportation and disposal processes comply with regulatory requirements and minimize environmental impacts.

Waste Intensity

Item		2023	2024	2025
Waste Intensity	Non-hazardous Industrial Waste	4.106	4.802	4.400
	Hazardous Industrial Waste	1.559	1.064	0.992
	Total	5.665	5.866	5.391

Waste Volume and Composition Ratio

Item		2023	2024	2025			
				Total	Taiwan	China	Vietnam
Waste Volume (metric tons)	Non-hazardous Industrial Waste	4,585.076	5,334.866	5,576.019	298.217	1,583.012	3,694.790
	Hazardous Industrial Waste	1,741.287	1,182.476	1,256.818	0.000	798.149	458.669
	Total	6,326.363	6,517.342	6,832.837	298.217	2,381.161	4,153.459
Waste Composition Ratio (%)	Non-hazardous Industrial Waste	72.48%	81.80%	81.61%	100.00%	66.48%	88.96%
	Hazardous Industrial Waste	27.52%	18.20%	18.39%	0.00%	33.52%	11.04%
	Total	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

Waste Intensity = Waste Volume (metric tons) / Revenue (million USD)

In terms of waste data management, the Company's China sites have established hazardous industrial waste data collection and monitoring mechanisms. By adopting GPS tracking systems to monitor waste transportation operations and transport routes in real time, and integrating with regulatory authority systems, the Company ensures the integrity and traceability of waste transportation information.

Waste Recycling

In 2025, total waste generation amounted to 6,832.84 metric tons, of which:

- Waste directed to disposal amounted to 1,221.57 metric tons, accounting for 17.88% of total waste.
- Waste diverted from disposal (transferred for treatment) amounted to 5,611.27 metric tons, accounting for 82.12% of total waste.

In 2025, the total volume of non-hazardous industrial waste was 5,576.02 metric tons, of which:

- Recyclable waste accounted for 83.86% of total non-hazardous waste.

In 2025, the total volume of hazardous industrial waste was 1,256.82 metric tons, of which:

- Recyclable waste accounted for 74.41% of total hazardous waste.

Summary Table of Industrial Waste Generation, Waste Transferred for Disposal, and Direct Disposal

Item	Category	2023	2024	2025
Waste Generation	Hazardous Industrial Waste	1,741.29	1,182.48	1,256.82
	Non-hazardous Industrial Waste	4,585.08	5,334.87	5,576.02
	Total Waste	6,326.36	6,517.34	6,832.84
Waste Transferred for Treatment (Recycling)	Hazardous Industrial Waste	1,442.55	961.68	935.18
	Non-hazardous Industrial Waste	4,152.56	4,877.68	4,676.09
	Total Waste	5,595.11	5,839.36	5,611.27
Waste directed to disposal	Hazardous Industrial Waste	298.74	220.79	321.64
	Non-hazardous Industrial Waste	432.51	457.19	899.93
	Total Waste	731.25	677.98	1,221.57

Unit: Metric tons

2025 Waste Composition by Weight and Ratio

Category	Disposal Method	Item	Weight (Metric Tons)	Percentag (%)
Non-hazardous Industrial Waste	Incineration (With Energy Recovery)	Domestic waste, waste packaging materials (plastic packaging materials such as waste bubble wrap and foam)	600.692	8.79%
	Incineration (Without Energy Recovery)	Domestic waste, waste plastics	299.238	4.38%
	Subtotal of Non-hazardous Waste Directed to Disposal		899.931	13.17%
	Preparation for Reuse	Aluminum scrap and aluminum shavings	0.000	0.00%
	Recycling	Waste plastics, scrap metal, waste cardboard, waste pallets (wooden pallets and plastic pallets), waste packaging materials, aluminum shavings, residual oil materials	4,636.209	67.85%
	Other Recovery	Waste plastics, scrap metal	39.879	0.58%
	Subtotal of Non-hazardous Waste Diverted from Disposal		4,676.088	68.44%
Hazardous Industrial Waste	Incineration (With Energy Recovery)	Waste liquids (including waste thinners, cleaning liquids, coating wastewater, laboratory waste liquids, and other waste tank liquids), sludge and residues (including waste paint sludge and sludge), filtration and adsorption materials (including waste activated carbon and filter materials), and other process waste (such as waste fixtures, waste screens, and waste rubber hoses)	178.966	2.62%
	Incineration (Without Energy Recovery)	Sludge and residues, filtration and adsorption materials, waste packaging materials and containers, and contaminated consumables (including rags, cleanroom paper, oil-contaminated rags and gloves, and other consumables contaminated with hazardous substances)	130.550	1.91%
	Other Disposal Operations	Waste cutting fluids, waste fluorescent lamps	12.122	0.18%
	Subtotal of Hazardous Waste Directed to Disposal		321.638	4.71%
	Recycling	Sludge and residues (including sludge, waste magnesium slag, paint residue, and aluminum ash)	910.677	13.33%
	Other Recovery	Waste cutting fluids, waste fluorescent lamps	24.504	0.36%
	Subtotal of Hazardous Waste Diverted from Disposal		935.181	13.69%
Total Waste Weight	Total Waste Directed to Disposal		1,221.568	17.88%
	Total Waste Diverted from Disposal		5,611.269	82.12%
	Total		6,832.837	100.00%

Waste Directed to Disposal in 2025

Category	Directed to Disposal Method	On-site / Off-site	Total (Metric Tons)
Non-hazardous Industrial Waste	Incineration (With Energy Recovery)	Off-site	600.69
	Incineration (Without Energy Recovery)	Off-site	299.24
	Landfilling	Off-site	0.00
	Other Disposal Operations	Off-site	0.00
	Total	Off-site	899.93
Hazardous Industrial Waste	Incineration (With Energy Recovery)	Off-site	178.97
	Incineration (Without Energy Recovery)	Off-site	130.55
	Landfilling	Off-site	0.00
	Other Disposal Operations	Off-site	12.12
	Total	Off-site	321.64

Waste Transferred for Treatment (Recycling) in 2025

Category	Waste Transfer Method	On-site / Off-site	Total (Metric Tons)
Non-hazardous Industrial Waste	Preparation for Reuse	Off-site	0.00
	Recycling	Off-site	4,636.21
	Other Recovery Operations	Off-site	39.88
	Total	Off-site	4,676.09
Hazardous Industrial Waste	Preparation for Reuse	Off-site	0.00
	Recycling	Off-site	910.68
	Other Recovery Operations	Off-site	24.50
	Total	Off-site	935.18

Waste Targets and Indicator Achievement Status

Item	Short-term Target (2025)	2025 Performance	Status	2026 Target
Regulatory Compliance	No waste violation incidents	No waste violation incidents occurred throughout the year	✔	No waste violation incidents
Waste Reduction Projects	Waste reduction projects accounting for 1% of total annual waste volume	Accounted for 1.01% of total waste volume. Six waste reduction projects reduced waste by 69.12 metric tons, accounting for 5.5% of total hazardous waste volume.	✔	Account for 0.5% of total waste volume
Non-hazardous Industrial Waste	Not to exceed 6,103.33 metric tons, representing a 48.94% increase from the base year and a 14.40% increase from the previous year	5,576.02 metric tons, representing a 31.19% increase from the base year and a 4.52% increase from the previous year	✔	5,576 metric tons; 31% increase from the base year
Hazardous Industrial Waste	Not to exceed 1,461.33 metric tons, representing a 0.82% increase from the base year and a 23.58% increase from the previous year	• Total weight was 1,256.82 metric tons, representing a 22.88% decrease from the base year and a 6.29% increase from the previous year. • Intensity continued to decline year by year, decreasing from 1.52 metric tons per million USD in the base year to 0.99 metric tons per million USD.	✔	1,169 metric tons; 19% reduction from the base year
Total Waste Generated	Not to exceed 7,564.66 metric tons, representing a 36.37% increase from the base year and a 16.07% increase from the previous year	Total waste volume was 6,832.84 metric tons, representing a 16.20% increase from the base year and a 4.84% increase from the previous year	✔	6,744 metric tons; 22% reduction from the base year
Waste Intensity	5.866 metric tons per million USD, representing a 14.91% increase from the base year and a 0.34% decrease from the previous year	5.39 metric tons per million USD, representing a 1.51% decrease from the base year and an 8.09% decrease from the previous year	✔	5.866 metric tons per million USD
Ratio of Waste Transferred for Treatment	Above 85%	82.12%, with a total of 5,611.27 metric tons recycled	−	Above 85%

【Calculation Notes】

- Classification of hazardous and non-hazardous waste is based on local regulations applicable at each operating site.
- No hazardous industrial waste was generated in Taiwan in 2025. Non-hazardous industrial waste was calculated based on local management practices, using weighing records or estimated per-capita generation factors published by the Ministry of Environment.
- Hazardous waste at China sites is managed through hazardous waste manifest system, while non-hazardous industrial waste is calculated based on weighing slips and customs declarations. At Vietnam sites, all categories of waste are measured based on weighing records.

5.6 Pollution Prevention

5.6.1 Wastewater Management

The Company's wastewater pollution prevention management objectives are regulatory compliance, zero pollution, and zero violations. Wastewater discharged from all operating sites complies with local environmental regulations, and no highly hazardous substances to the environment are discharged during production processes. Wastewater generated from plastic injection molding, coating, and metal die-casting processes is properly treated through in-house treatment facilities, then either recycled through circulation systems or discharged only after meeting national effluent standards. Domestic wastewater is treated by municipal wastewater treatment plants or government-licensed contractors before being lawfully discharged into designated water bodies, including the Tamsui River in Taiwan, the Wusong River and Yangtze River in China, and the Cầu River Basin in Vietnam, to prevent impacts on water bodies and soil. Rainwater runoff is collected through on-site drainage systems and handled by municipal pumping stations or wastewater treatment facilities, without causing impacts on natural ecosystems.

In accordance with the Company's internal *Wastewater and Waste Gas Management Procedures* and *Environmental, Safety and Health Monitoring Management Standards*, wastewater discharge is subject to routine management.

MPT Vietnam Water Purification Equipment

Getac Vietnam Pure Water Equipment

The Company commissions government-licensed wastewater treatment contractors approved by government authorities to handle wastewater and conducts regular water quality testing while maintaining relevant records.

Regarding water quality monitoring frequency, each site implements differentiated management based on local regulatory requirements and the process characteristics of different business groups. This approach combines routine internal monitoring with periodic third-party testing to ensure compliance with wastewater regulations and effective control of water pollution risks. The regulatory standards followed by each site are as follows:

- **China sites:** In accordance with the *Integrated Wastewater Discharge Standard* and the *Standard for Water Quality of Wastewater Discharged into Urban Sewers*, third-party water quality testing is conducted annually.
- **Vietnam sites:** In accordance with the *National Technical Regulation on Industrial Wastewater*, third-party water quality testing is conducted monthly.

Based on the process characteristics of different business groups, differentiated management and key water quality monitoring focuses are implemented as follows:

Electronics BG
(GTC, ATC, HTW, GTK)

Primarily engaged in electronic product assembly and does not involve process water usage. Both water withdrawal and discharge are mainly domestic water usage, resulting in relatively low water pollution risks.

Plastic BG
(MPTK, MPTZ, MPTV, MPTG)

Processes include plastic injection molding, metal stamping, post-processing, and surface treatment processes (such as laser engraving, coating, printing, and anodizing). Water is mainly used for cooling, cleaning, and anodizing, with internal circulation and reuse systems widely adopted. Anodizing operations conduct daily pH testing and management of wastewater tanks. Wastewater is managed and monitored in accordance with regulations, resulting in relatively low discharge risks.

Automotive BG
(GCS, GKS, GVL)

Primarily engaged in metal die-casting, with water mainly used for mold cooling and process cleaning. Since release agents and cleaning chemicals are used during production, monitoring systems are installed at China sites to regularly monitor water quality. Discharge permits are obtained in accordance with regulations, and indicators such as Chemical Oxygen Demand (COD), ammonia nitrogen, and total phosphorus are regularly monitored. Real-time monitoring mechanisms are implemented, with water quality testing conducted every two hours and warning notifications issued when values exceed alert thresholds.

- In 2025, all operating sites complied with water quality regulatory standards, with zero violations, penalties, or incidents involving chemical, oil, or wastewater leakage.

5.6.2 Air Quality Management

In accordance with the ISO 14001 Environmental Management System and the Company's internal *Wastewater and Air Emissions Management Procedures*, the Company has established an air pollution prevention and control management mechanism with "zero violations" as its management objective. Each operating site has obtained the required emission permits in compliance with local regulations. All exhaust gases are first treated through on-site facilities before being discharged externally only after meeting applicable emission standards. Due to differences in manufacturing processes across sites, the types of air pollutants generated also vary:

- Getac Holdings and its subsidiaries, including Getac Technology, Atemitech, and Huntwell, are not involved in industrial air pollutant emissions and are therefore not subject to emission monitoring and reporting requirements. Getac Kunshan, as an electronics assembly facility, uses coatings and adhesives in its processes and may generate trace amounts of volatile organic compounds (VOCs).
- The Plastics Business Group involves plastic injection molding and coating processes, which may generate VOCs, particulate matter (PM), and non-methane hydrocarbons (NmHC).
- The Automotive Business Group (Getac Changshu and its Kunshan branch, and Getac Vietnam) involves die-casting and finishing processes using central melting furnaces, which may emit nitrogen oxides (NOx), particulate matter (PM), and carbon monoxide (CO).

2025 Air Pollutant Emissions

In 2025, the Company's total air pollutant emissions amounted to 42,428.29 kg, with particulate matter (PM) representing the largest pollutant at 35,017.92 kg. To reduce air pollutant emissions, Getac Vietnam installed a new low-emission melting furnace in 2025, resulting in carbon monoxide (CO) emissions decreasing significantly from 30,740.55 kg in 2024 to 3,241.90 kg in 2025, representing a reduction of 89.45%.

Periodic Air Monitoring

Each production site commissions qualified third-party agencies annually to conduct exhaust gas monitoring and reports the results in accordance with regulatory requirements. If emissions exceed legal standards, emissions will be immediately suspended and corrective actions implemented.

In 2025, Getac Holdings (on a consolidated basis) did not incur any material violations related to air pollution regulations.

Item	2023	2024	2025			
			Total	Taiwan	China	Vietnam
Nitrogen Oxides (NOx)	789.33	4,883.71	1,919.66	-	1,786.74	132.91
Sulfur Oxides (SOx)	38.03	-	-	-	-	-
Volatile Organic Compounds (VOC)	570.33	1,678.43	2,248.81	-	2,248.81	-
Particulate Matter (PM)	62,987.42	32,602.61	35,017.92	-	4,447.45	30,570.46
Carbon Monoxide (CO)	8,685.49	30,740.55	3,241.90	-	0.00	3,241.90
Total Emissions	73,070.59	69,905.29	42,428.29	-	8,483.00	33,945.27

Unit: Kg

【Calculation Notes】

- Total emissions = Average measured concentration × Hourly exhaust airflow volume × Annual operating hours. Due to a change in the testing agency in 2025, Getac Kunshan adjusted its emissions calculation methodology from a benchmark airflow-based approach to one based on standard-state flue gas volume.
- The standard emission factor values are based on the requirements set forth in the *Integrated Emission Standard of Air Pollutants* and the *Emission Standard for Odor Pollutants*.

Corporate Pollution Prevention Complaint Mailbox
gthaudit@getac.com.tw

VOCs Management

In 2018, the State Council of China issued the *Three-Year Action Plan for Winning the Blue Sky Defense Battle*, followed by the implementation of the *Standard for Fugitive Emission Control of Volatile Organic Compounds (VOCs)* in 2020. After conducting assessments across its China sites, the Company requires that coatings, inks, adhesives, and cleaning agents used in the production processes of Getac Kunshan, MPT Kunshan, and MPT Suzhou comply with VOC regulations, with suppliers providing declarations of conformity. In terms of raw material management, new materials may only be introduced after meeting VOC requirements; non-compliant materials are replaced or alternative suppliers are selected. Getac Changshu and its Kunshan branch also conduct regular air pollutant testing in accordance with local emission regulations to ensure compliance and implement relevant management measures accordingly.

2025 VOCs Emission Control and Management Performance

Starting in 2025, the Company established VOCs emissions management targets, with the objective of maintaining emissions below the government-issued pollutant emission permit limit of 24,786.72 kg. All sites continue to implement VOC reduction measures to ensure the effectiveness of VOC adsorption systems and maintain emissions below the levels declared in environmental impact assessment filings. Key reduction measures include:

- Getac Kunshan introduced an automated reflow flux treatment system to reduce cleaning agent consumption and lower VOC emissions. In 2025, waste cleaning agent usage decreased by 9.7% year-over-year.
- Six subsidiaries in China have installed activated carbon adsorption systems in accordance with regulatory requirements, with activated carbon regularly inspected and replaced, and differential pressure gauges and related monitoring instruments routinely maintained to ensure effective system performance.

In 2025, the Company's actual VOCs emissions totaled 2,248.81 kg, representing an increase of 33.98% compared with 2024, mainly due to higher production volumes and the inclusion of additional emission outlets in monitoring activities.

VOCs Emissions Status

Item	2024 Actual Emissions	2025 Target Emissions	2025 Actual Emissions	Achievement Status	2026 Target Emissions
Emissions	1,678.43	24,786.72	2,248.81	✔	Below 24,786.72

Unit: kg

Ozone-Depleting Substances (ODS) Management

Certain subsidiaries of the Company still use limited amounts of ozone-depleting substances (ODS), primarily as refrigerants in chillers, air-conditioning systems, and dryers. To reduce impacts on the ozone layer, the Company has prohibited the procurement of equipment using ODS refrigerants and is progressively replacing such equipment in accordance with equipment replacement plans. In 2025, Getac Technology completed the replacement of one dryer, with annual ODS fugitive emissions equivalent to approximately 0.0281 metric tons of CFC-11 equivalent.

PFCs Emissions Management

Perfluorocarbons(PFCs) emissions are primarily associated with specific semiconductor manufacturing processes and equipment operations and are classified as greenhouse gases with high global warming potential (GWP). According to the Company's 2025 greenhouse gas inventory results, Scope 1 emissions were mainly composed of carbon dioxide (CO_2), accounting for 74.84%, while the remaining 25.16% consisted of methane (CH_4), nitrous oxide (N_2O), and hydrofluorocarbons (HFCs). No emissions of perfluorocarbons (PFCs) were identified during the reporting year.

Item	2025 Target	2025 Performance	Achievement Status	2026 Target
Ozone-Depleting Substances (ODS)	0.03	0.0281	✔	0.03
Perfluorocarbons (PFCs)	0	0	✔	0

Unit: Metric Tons

6. Friendly Workplace

6.1 Talent Attraction and Retention

Getac believes that talent is the core asset of sustainable business development. In response to global industry transformation and technological innovation, the Company adopts a “people-oriented, growing together” talent strategy to attract, develop, and retain outstanding professionals while fostering an inclusive and growth-oriented workplace.

Through competitive compensation and benefits, a fair and transparent performance management, and diversified career development programs, the Company encourages employees to maximize their professional potential, enhance their personal value, and grow together with the organization while contributing to its long-term competitiveness.

Strategy	Action	Performance	
Diversity, Equity, and Inclusion	Establish institutionalized diversity and equality management mechanisms and strengthen the representation of diverse groups through compensation benchmarking, non-discriminatory recruitment, and diverse leadership development, thereby fostering a fair and inclusive workplace environment.	**Recruitment or Employment Discrimination**	**Diversity and Inclusion**
		0 cases	• Employees with disabilities: +6 employees (0.16%→0.23%) • Rehired retirees: +9 employees (0.36%→0.48%)
		Female Representation	**Equal Pay**
		• Female managers: +14(82→96) • Female sales: +17pp(33%→50%) • One additional female board director appointed	Male-to-female base salary ratio: • Direct employees: 1:0.98 • Indirect employees: 1:0.92 • Management positions: 1:1
Retain Talent	With talent sustainability as the core focus, the Company is committed to building a quality work environment, promoting continuous talent cultivation and development, and implementing long-term incentive programs to establish a management mechanism that emphasizes both retention and growth.	**Received 3 workplace and talent development awards**	**Employee Care Program**
		• Top Workplaces Award for work-life flexibility • Top Workplaces Award for Engineering • Skilled Talent Cultivation Pioneer Program, Kunshan	China operating sites organized 160 employee care and engagement activities covering onboarding support, dormitory care, and team interaction.
		Long Service Awards and Outstanding Employee Awards	**Turnover Rate Improvement**
		• Long-service awards presented to 462 employees • 220 outstanding employees recognized at overseas operating sites	Average monthly turnover rate decreased to 4.37%, down 1.54 percentage points from 2024.

Workforce Composition

This Sustainability Report covers Getac Holdings and its ten subsidiaries. The total workforce in the reporting year was 8,586 employees, with no material change from the previous year. All employees are hired under formal labor contracts, with no temporary workers or employees without guaranteed working hours.

The male-to-female employee ratio was 58:42, while female managers accounted for 25.5% of total management positions. The ratio of direct to indirect employees was approximately 58:42. Employees aged 31–50 represented the largest age group at 63.6%, followed by employees aged 30 and below at 31.8%, and employees aged above 51 at 4.6%. By region, employees were distributed across China (64.3%), Vietnam (26.1%), and Taiwan (9.5%).

Non-employee Workforce

To maintain operational flexibility, certain functions such as short-term production line support are outsourced to staffing agencies. In 2025, the Company employed 113 non-employee workers, representing approximately 1.3% of the total workforce. The increase compared to previous years was mainly attributable to temporary workforce adjustments related to capacity expansion and plant relocation planning.

Non-employee Workforce

Item	2024	2025
Male	32	67
Female	24	46
TTL	56	113

【Calculation Notes】

- Employee headcount is based on the year-end headcount as of December 31.
- Management positions refer to assistant manager and above.
- Technical employees are defined with reference to U.S. Bureau of Labor Statistics occupational categories 15-0000 (Computer and Mathematical Occupations) and 17-0000 (Architecture and Engineering Occupations).

			2024		2025	
Item	Category		Headcount	Percentage	Headcount	Percentage
Employment Type	Contractual	Full-time	8,960	100%	8,586	100.0%
		Temporary Workers	0	0%	0	0.0%
		Total	8,960	100%	8,586	100.0%
Gender	Male		5,355	59.8%	5,016	58.4%
	Female		3,605	40.2%	3,570	41.6%
Age	Under 30		3,209	35.8%	2,730	31.8%
	Age 31-50		5,451	60.8%	5,457	63.6%
	Above 51		300	3.3%	399	4.6%
Nation	Taiwan		796	8.9%	816	9.5%
	China		5,824	65.0%	5,525	64.3%
	Vietnam		2,340	26.1%	2,245	26.1%
Disability	Male		8	0.09%	14	0.2%
	Female		6	0.07%	6	0.1%
Job Category	Direct Employee		5,574	62.2%	5,014	58.4%
	Indirect Employee- non-management		3,074	34.3%	3,196	37.2%
	Indirect Employee- Management level		313	3.5%	376	4.4%
	Technical employees		-	-	1,571	18.3%
Educational background	Ph.D.		6	0.07%	8	0.1%
	Master's Degree		311	3.5%	342	4.0%
	College		2,397	26.8%	2,372	27.6%
	High School and Below		6,246	69.7%	5,864	68.3%

Diversity, Inclusion, and Equal Opportunity

Getac is committed to building a diverse, inclusive, safe, supportive and growth-oriented workplace. The Company promotes open communication across cultures and regions, prioritizes local talent recruitment, and ensures management hiring aligns with local cultural and social needs to strengthen local integration across global operations. In 2025, the local employment ratio for management positions (assistant manager level and above) reached 79.0%.

Taiwan operations, including Getac Holdings, Getac Technology, Atemitech, and Huntwell, maintained a 100% local management ratio. China operations reached 79.1%, primarily consisting of Taiwanese and Chinese managers. Due to limited availability of engineering and technical education resources in Vietnam, management positions at Getac Vietnam and MPT Vietnam are still mainly held by Taiwanese and Chinese expatriates, resulting in a relatively lower local management ratio. The Company will continue strengthening local talent development and recruitment in Vietnam.

The Company also values diversity and inclusion by employing people with disabilities and supporting active aging initiatives. In 2025, the Company employed 20 employees with disabilities, increasing from 14 in 2024, with representation rising from 0.16% to 0.23% of the workforce. In response to the aging population trend, the Company has established a post-retirement reemployment program. In 2025, 41 employees were rehired after retirement, representing an increase of 9 compared with 2024. The proportion of rehired retirees in the workforce increased from 0.36% to 0.48%.

Female Workforce Representation

To promote gender equality, management selection and promotion are conducted without discrimination based on gender or nationality. All subsidiaries employ female managers and actively support women’s career development. In 2025, the Company had 96 female managers, an increase of 10 from 2024, showing continued growth in female leadership. However, due to an overall increase in total managers, the proportion of female managers declined to 25.5%, a decrease of 2.0 percentage points from 2024.

Ratio of Local Nationals in Management Positions

Region	Ratio of Local Nationals in Assistant Manager Level and Above Positions				Ratio of Local Nationals in Senior Management		
	2023	2024	2025	YoY Change	2024	2025	YoY Change
Taiwan	100.0%	100.0%	100.0%	- 0.0%	100.0%	100.0%	- 0.0%
China	62.8%	73.0%	79.1%	▲ 6.2%	7.7%	7.7%	- 0.0%
Vietnam	2.5%	5.3%	4.2%	▼ -1.1%	0.0%	0.0%	- 0.0%
Total	72.6%	78.0%	79.0%	▲ 1.0%	57.6%	61.1%	▲ 3.5%

【Calculation Notes】
- Management positions refer to assistant manager level and above.
- Senior management refers to senior directors, vice presidents, and general managers.

Female Representation Indicators

Item	2023	2024	2025	YoY Change
Female employees (%)	40.9%	40.2%	41.6%	1.4%
Female managers (%)	25.9%	27.5%	25.5%	-2.0%
Female first-line managers (%)	24.41%	26.2%	26.8%	0.6%
Female senior managers (%)	29.63%	20.0%	13.9%	-6.1%
Female sales-related managers (%)	36.36%	33.3%	50.0%	16.7%
Female STEM employees (%)	16.29%	18.5%	18.1%	-0.4%

【Calculation Notes】
- STEM employees refer to employees engaged in Science, Technology, Engineering, and Mathematics-related functions.
- Management positions refer to assistant manager level and above.
- Senior management refers to senior directors, vice presidents, and general managers.

Talent Recruitment and Hiring Rate

The Company is committed to building a fair, diverse, and growth-oriented workplace. Recruitment and promotion processes are conducted based on fairness, objectivity, individual capability, and local operational needs. Recruitment strategies are tailored to local markets and cultures and supported through multiple channels, including online recruitment platforms, campus recruitment, employee referrals, and industry-academia collaboration programs.

In 2025, the Company recorded an average of approximately 870 new hires per month, with an average monthly hiring rate of 6.42%, slightly lower than 7.27% in 2024, indicating a gradually stabilizing workforce structure amid ongoing expansion.

To enhance human capital management transparency, the Company newly disclosed average recruitment cost, internal hiring rate, and ESG-related talent recruitment metrics in 2025. The consolidated internal hiring rate reached 3.56%, reflecting positions filled through internal promotion or transfer. Average recruitment cost per full-time employee (FTE) includes recruiter payroll, recruitment platform fees, agency fees, campus recruitment activities, and employee referral incentives. The Company also continued strengthening ESG and sustainability-related talent deployment to support sustainability initiatives.

Employee Retention and Turnover

To effectively manage workforce turnover, the Company has designated the reduction of employee turnover as a key management objective. In 2025, the Company recorded an average monthly turnover of 618 employees, with an average monthly turnover rate of 4.37%, representing a decrease of 1.54 percentage points from 2024 and reflecting improved employee retention.

To enhance employee satisfaction and belonging, the Company continued improving dormitory conditions, dining quality, and overall workplace environments. Exit interviews are also conducted to understand resignation reasons and support ongoing workplace and management improvements while retaining key talent where appropriate.

These efforts also received external recognition. In 2025, Getac Technology overseas sites received the “Top Workplaces Award for work-life flexibility” and “Top Workplaces Award for Engineering” awards, while MPTK received the “Skilled Talent Cultivation Pioneer Program” award from the Kunshan Development Zone, demonstrating the Company’s continued commitment to workplace development and talent cultivation.

Average Monthly New Hires and Hiring Rate

Item	2024		2025	
	Average Monthly New Hires	Average Monthly Hiring Rate (%)	Average Monthly New Hires	Average Monthly Hiring Rate (%)
Total Employees	824	7.27%	870	6.42%
Male	518	8.89%	529	5.79%
Female	306	6.09%	341	5.28%
Under 30	462	12.69%	470	10.69%
Age 31-50	360	5.34%	396	4.57%
Above 51	2	0.91%	4	1.34%
Taiwan	11	1.23%	13	1.43%
China	655	10.66%	529	5.87%
Vietnam	158	7.80%	328	18.04%

- Average Monthly Headcount = Total monthly headcount from January to December ÷ 12
- Monthly Hiring Rate = Monthly New Hires ÷ [(Number of Employees on the First Day of the Month + Number of Employees at Month-End) ÷ 2]× 100%
- Average Monthly Hiring Rate = Total monthly hiring rates from January to December ÷ 12 × 100%

2025 Average Recruitment Cost per New Hire

Region	Recruitment Headcount	Average Recruitment Cost	Internal Hires	Internal Hiring Rate	ESG-related New Hires
Taiwan	154	30,105	7	4.55%	5
China	6,343	464	318	5.01%	16
Vietnam	3,938	2,176	46	1.17%	13
TTL	10,435	1,547	371	3.56%	34

- Recruitment costs include recruitment platform and agency fees, recruiter payroll, campus recruitment activities, and employee referral incentives.
- Internal Hiring Rate = Internal Hires ÷ Total New Hires

Average Monthly Turnover Rate

Item	2024				2025			
	Avg. Monthly Turnover	Avg. Monthly Turnover Rate	Voluntary turnover rate	Involuntary turnover rate	Avg. Monthly Turnover	Avg. Monthly Turnover Rate	Voluntary turnover rate	Involuntary turnover rate
Total Employees	630	5.91%	5.87%	0.05%	618	4.37%	4.28%	0.09%
Male	395	7.16%	7.12%	0.04%	368	3.85%	3.77%	0.08%
Female	235	5.15%	5.11%	0.04%	250	3.61%	3.54%	0.07%
Under 30	340	9.33%	-	-	310	6.86%	6.76%	0.10%
Age 31-50	287	4.62%	-	-	304	3.55%	3.42%	0.13%
Above 51	3	1.37%	-	-	4	0.79%	0.79%	0.00%
Taiwan	7	0.90%	0.81%	0.10%	12	1.66%	1.40%	0.26%
China	552	9.82%	9.82%	0.03%	498	6.08%	6.08%	0.00%
Vietnam	71	3.60%	3.58%	0.02%	108	4.64%	4.63%	0.01%

【Calculation Notes】
- Monthly Turnover Rate = Monthly Turnover ÷ {(Headcount on the 1st day of the month + Headcount at the end of the month) ÷ 2} × 100%
- Average Monthly Turnover Rate = Total monthly turnover rates from January to December ÷ 12 × 100%
- Monthly Voluntary (Involuntary) Turnover Rate = Monthly Voluntary (Involuntary) Turnover ÷ {(Headcount on the 1st day of the month + Headcount at the end of the month) ÷ 2} × 100%
- Average Monthly Voluntary (Involuntary) Turnover Rate = Total monthly voluntary (involuntary) turnover rates from January to December ÷ 12 × 100%

Employee Compensation

To attract and retain talent, the Company regularly participates in market compensation surveys through the Compensation Committee to review salary competitiveness and optimize compensation structures. Competitive compensation packages are provided, with salary adjustments and promotions linked to employee performance and contributions.

In accordance with the Company's Articles of Incorporation, if the Company records annual profits (defined as pre-tax earnings before the appropriation of employee and director remuneration), no less than 0.1% of such profits shall be allocated as employee remuneration. Of the total employee remuneration, no less than 1% shall be distributed to frontline employees. In addition, an appropriate portion of profits may be allocated as employee profit sharing based on the Company's overall operating performance. Year-end bonuses are awarded based on individual performance and contributions. In 2025, total payroll amounted to NT$6.989 billion, while total employee welfare expenses reached NT$1.302 billion.

The Company also discloses information on non-management full-time employee headcount, average salary, and median salary in accordance with TWSE disclosure guidelines (see the table below).

Non-management Employee Salary Disclosure

Item	2023	2024	2025	YoY Change
Headcount	486	544	533	▼-2.02%
Median Salary	1,526	1,565	1,589	▲1.53%
Average Salary	1,750	1,795	1,913	▲6.57%

【Calculation Notes】
- Salary disclosure scope follows the definition of "major subsidiaries" under the Regulations Governing Auditing and Certification of Financial Statements by Certified Public Accountants.
- YoY Change = (Reporting Year − Previous Year) ÷ Previous Year.
- Median and average salary figures are presented in NT$ thousand.

Compensation Fairness and Gender Equality

In 2025, the Company further expanded its compensation analysis scope from base salary to total annual compensation to comprehensively review equal pay practices. Overall, the male-to-female compensation ratio for direct employees across operating sites remained close to 1:1, with no significant gender differences identified.

For certain indirect employee categories, average female compensation was slightly lower than male compensation, primarily reflecting differences in job function, professional expertise, market salary levels, seniority, and performance rather than gender factors. For example, STEM-related positions generally carry higher salary levels.

Average Annual Salary Gap Ratio

Category	Taiwan		China		Vietnam		Total	
	Male	Female	Male	Female	Male	Female	Male	Female
Direct Employees	1	1.01	1	0.95	1	1.03	1	0.98
Indirect Employees – General Staff	1	0.88	1	0.91	1	1.04	1	0.92
Indirect Employees – Management	1	0.92	1	0.76	1	1.22	1	1.00

Average Annual Compensation Gap Ratio

Category	Taiwan		China		Vietnam		Total	
	Male	Female	Male	Female	Male	Female	Male	Female
Direct Employees	1	1.01	1	0.99	1	0.98	1	0.99
Indirect Employees – General Staff	1	0.84	1	0.81	1	0.80	1	0.82
Indirect Employees – Management	1	0.79	1	0.76	1	0.89	1	0.88

【Calculation Notes】
- Male-to-female salary and compensation ratios are calculated using the average male employee salary as the benchmark value of 1.

To ensure compensation fairness, the Company regularly reviews entry-level salary standards across operating sites. In 2025, entry-level salaries in all regions met or exceeded local minimum wage requirements, with the consolidated ratio reaching approximately 1.07 times the statutory minimum wage, demonstrating a consistent compensation protection mechanism.

Entry-level Salary to Statutory Minimum Wage Ratio

Item	Taiwan		China		Vietnam		Total	
	Male	Female	Male	Female	Male	Female	Male	Female
Entry-level Salary to Statutory Minimum Wage Ratio	1.05	1.12	1.00	1.00	1.28	1.28	1.07	1.07

【Calculation Notes】
- Entry-level salary ratios are benchmarked against local minimum wage standards in Taiwan, China, and Vietnam production sites.
- Regulatory references include Taiwan's *Labor Standards Act*, China's *Minimum Wage Provisions*, and Vietnam's National Wage Council minimum wage standards.

Compensation System for Directors and Senior Executives

Compensation Principles

Compensation for directors and senior executives is governed by the "*Remuneration Committee Charter*" and reviewed by the Remuneration Committee before submission to the Board of Directors for approval. Evaluation factors include:
- Industry compensation benchmarks
- Overall business performance
- Industry trends and operational risks
- Individual performance and contributions

The Company does not engage external compensation consultants for compensation determination.

Compensation Structure and Decision-making Process

Compensation for directors and senior executives consists of base salary, allowances, and performance incentives. Compensation decisions are governed by the "*Remuneration Committee Charter*," with proposals reviewed by the Remuneration Committee and approved by the Board of Directors. ESG indicators have also been incorporated into senior executive performance evaluations to strengthen alignment between compensation and sustainability strategy. Details regarding the linkage between executive performance evaluation and compensation are disclosed in Page 37 of the Company's Annual Report.

Director and Executive Compensation Allocation Mechanism

According to the Company's *Articles of Incorporation*:

- Employee compensation: no less than 0.1% of annual profits, of which at least 1% is allocated to frontline employees
- Director compensation: no more than 1%
- Distribution is subject to Board approval

In 2025:

- Director compensation accounted for 0.30% of net profit in the parent-only financial statements
- Senior executive compensation accounted for 0.98% of net profit in the parent-only financial statements

Compensation Level and Structure Analysis

In 2025:

- Ratio of the highest individual annual compensation to the median employee compensation: 73.59
- Ratio of increase in highest individual compensation to increase in median employee compensation:4.58

【Calculation Notes】
The ratio of the highest individual annual compensation to median employee compensation was calculated based on employee data from 11 consolidated entities in Taiwan, China, and Vietnam in 2025. Median employee compensation was determined after excluding the highest-paid individual. Calculations for 2023 and 2024 were based on data from 9 entities, with weighted median calculations based on employee headcount.

Long-term Incentive and Employee Reward Mechanisms

To strengthen alignment between employees and the Company's long-term development, the Company has established an Employee Stock Ownership Plan (ESOP) and related equity incentive mechanisms. Through stock-based incentives and long-term shareholding programs, employees are able to share in the Company's growth results. The program primarily targets key talent and high-performing employees, with grants based on individual performance and years of service to enhance employee loyalty and retention while attracting high-potential talent.

No new ESOP issuance was introduced in 2025; however, existing ESOP programs continued to operate under established plans, demonstrating the continuity and stability of the Company's long-term incentive mechanisms. Details regarding employee stock options are disclosed in Page 81 of the Company's Annual Report.

The Company also promotes employee engagement through diversified reward programs. In 2025, a total of 462 long-service awards were presented globally to recognize employees for their years of dedicated service. Overseas sites also implemented quarterly outstanding employee recognition programs, through which 220 Outstanding Employee Awards were presented to acknowledge exceptional performance and encourage continuous improvement and engagement.

462
long-service awards

220
outstanding employees

Compensation Level and Structure Analysis

Item	2023	2024	2025
Ratio of Highest Compensation to Median Employee Compensation (excluding highest-paid individual)	54.41	63.55	73.59
Ratio of Increase in Highest Compensation to Increase in Median Employee Compensation	3.08	9.43	4.58

Employee Benefits and Family-friendly Measures

In addition to compensation programs, the Company values employee well-being and work-life balance. In Taiwan, employees are entitled to annual leave benefits exceeding *Labor Standards Act* requirements, including the advance entitlement to three days of paid annual leave upon completion of the probation period. Flexible working hours are also implemented, allowing employees to start work between 8:00–9:00 a.m. and finish between 5:00–6:00 p.m., supporting greater flexibility in employees' work arrangements.

The Company provides diversified employee benefits, including labor and health insurance, marriage and funeral subsidies, birthday and holiday gifts, employee travel programs, health examinations, and club subsidies. Employee Welfare Committees are established across operating sites to enhance workplace quality and employee engagement, creating a positive work environment through both facilities and employee programs while enriching employees' workplace experience. Activities such as year-end parties, family day events, and holiday celebrations are regularly organized to foster a positive workplace culture and enhance employee engagement, including Winter Solstice gatherings, Lantern Festival riddle activities, Mid-Autumn Festival celebrations, and Lunar New Year events.

To strengthen family-friendly practices, the Kunshan sites in China organize annual factory open day events for employees' families, enabling employees' children and family members to better understand and experience their parents' working environment, thereby fostering a family-friendly workplace culture. Taiwan operations provide childcare partnership services and family insurance programs to help reduce caregiving burdens.

The Company is committed to fostering a family-friendly workplace environment and provides maternity leave, paternity leave, prenatal check-up leave, and parental leave across all operating sites in accordance with local labor regulations. Taiwan, China, and Vietnam operations, in compliance with applicable occupational safety and maternity protection regulations, implement workplace protection measures for pregnant and breastfeeding employees to prevent exposure to high-risk operations and provide appropriate support and protection, thereby safeguarding the rights and physical and mental well-being of pregnant employees. In 2025, the Company's global parental leave return-to-work rate and retention rate were 99.39% and 64.60%, respectively.

Parental Leave Statistics

Item	2024			2025		
	Male	Female	TTL	Male	Female	TTL
Eligible Employees for Parental Leave	150	94	244	113	107	220
Employees Applying for Parental Leave	108	85	193	81	97	178
Employees Expected to Return (A)	93	75	168	72	92	164
Employees Returned to Work (B)	91	70	161	71	92	163
Return-to-work Rate (B)/(A) (%)	97.85%	93.33%	95.83%	98.61%	100.00%	99.39%
Employees Returning to Work from Previous-Year Parental Leave (C)	84	67	151	91	70	161
Employees Retained Over 12 Months After Return (D)	72	47	119	70	34	104
Retention Rate (D)/(C) (%)	85.71%	70.15%	78.81%	76.92%	48.57%	64.60%

【Calculation Notes】

- Return-to-work Rate = Employees Returned to Work ÷ Employees Expected to Return × 100%
- Retention Rate = Employees Remaining Employed for More Than 12 Months After Return ÷ Employees Returned to Work in Previous Year × 100%
- Taiwan provides 7 days of prenatal check-up leave, 56 days of maternity leave, 7 days of paternity/prenatal accompaniment leave, and parental leave without pay.
- China provides 158 days of maternity leave, 15 days of paternity leave, and 10 days of paid parental leave annually.
- Vietnam provides approximately 184 days of maternity and recovery leave, while male employees are entitled to 5–7 days of paternity leave depending on childbirth conditions.

Labor-management Relations and Retirement Protection

Getac respects and protects employees' fundamental rights, including the rights to collective bargaining and collective agreements. Taiwan operations establish labor-management meetings in accordance with the *Labor Standards Act* and related regulations, while China and Vietnam operations establish labor unions under local *Trade Union Laws*. As of 2025, approximately 89.2% of employees were covered by collective agreements. When significant operational changes occur, the Company communicates with unions or labor representatives in advance in accordance with local regulations. Taiwan operations provide notice 10–30 days in advance, while China and Vietnam operations provide 30 days' notice. No strikes or work stoppages occurred in 2025.

Union operations in Vietnam also received external recognition. In 2025, MPT Vietnam and Getac Vietnam received the "Outstanding Labor Union Award" from the Bac Ninh Industrial Zone Authority for their efforts in promoting labor-management cooperation and employee participation.

The Company has established retirement systems in accordance with local regulations, including Taiwan's Labor Pension System, China's Basic Pension Insurance System, and Vietnam's Social Insurance System, with pension contributions made accordingly to safeguard employee retirement rights.

Pension Contribution Ratio to Salary

Taiwan	China	Vietnam
Employer (new system): 6% Employee (new system): 0-6%	Employer: 20% Employee: 8%	Employer: 14% Employee: 8%
For employees covered under the *Labor Pension Act* (new pension scheme), the Company contributes 6% of each employee's monthly salary to the employee's individual pension account maintained by the Bureau of Labor Insurance each month.	In accordance with local regulations, the Company contributes 20% of local employees' total salaries to the government-managed pension insurance system each month, and retirement pensions are paid by the relevant PRC social security authorities. All employees are enrolled in the basic pension insurance program.	In accordance with local labor laws, retirement regulations, and social insurance laws, the Company contributes 14% of employees' salaries as pension insurance or retirement reserve funds. All Vietnamese employees are enrolled in the social insurance program.

Collective Agreement Coverage

Item	2023	2024	2025
Employees Covered	7,138	8,164	7,659
Total Employees	7,975	8,960	8,586
Coverage Rate	89.50%	91.12%	89.20%

Employee Care and Workplace Environment

Getac is committed to providing employees with a quality working and dormitory living environment, believing that employee well-being contributes to operational efficiency and organizational performance. Operating sites provide comfortable office environments, employee cafeterias at larger facilities, and recreational and sports facilities to enhance employees' quality of work and life. In recent years, China and Vietnam sites have continued investing in facility construction and workplace upgrades to create more comfortable and employee-friendly environments.

The Kunshan sites in China have progressively introduced multifunctional buildings, dormitories, and parking facilities. Facilities include conference halls, indoor sports areas, branded dining services, 1,097 electric scooter parking spaces, and 252 vehicle parking spaces. Dormitories offer single, double, and quad rooms equipped with basic appliances and laundry facilities, supported by dormitory management and employee support mechanisms to provide a safe and comfortable living environment. In 2025, the Changshu site also added 26 dormitory rooms with 104 additional beds to expand accommodation capacity.

The Company also provides recreation and social spaces at operating sites, including gaming areas and indoor golf simulation rooms. Vietnam operations continued upgrading facilities and systems, including facial recognition access control systems, a centralized control room integrating monitoring and fire protection systems, and improvements to roofing protection, drainage systems, and public hygiene facilities. Renovation of meeting spaces was also completed. Employee dormitories in Vietnam, totaling 120 rooms, underwent furniture and bathroom upgrades, while roof and exterior wall protection projects were completed in 2025 to enhance weather resistance and living comfort.

Employee Assistance Programs

China operations implement a “Life Counselor Program,” under which volunteer employee counselors help new employees adapt to work and living environments. In 2025, 43 life counselors provided support to new employees in areas such as accommodation, daily living, transportation, dining, and workplace adaptation. They also served as an important bridge for communication and employee care, helping to enhance employee satisfaction and organizational cohesion.
Their responsibilities include introducing company systems and dormitory environments, supporting dormitory life, facilitating communication between supervisors and frontline employees, and organizing recreational activities to relieve work stress and promote team interaction.

Through this program, China operations organized 160 employee care and engagement activities in 2025, covering onboarding support, dormitory care, and team interaction to enhance employee integration, communication, and workforce stability.

Employee Satisfaction Survey

The Company and its subsidiaries conduct annual employee satisfaction surveys, targeting an average score above 90 points. Survey topics include dining quality, dormitory management, administrative services, compensation, promotion systems, employee benefits, training, organizational culture, management strategy alignment, cross-functional communication, leadership practices, empowerment mechanisms, and daily life-related issues. In 2025, the Company distributed 5,197 employee satisfaction surveys and received 5,045 valid responses, achieving a response rate of 97.08%. The overall employee satisfaction score was 91.99 out of 100, indicating that employee satisfaction remained at a high level. Compared with 2024 (85.27), the overall satisfaction score increased significantly.

Based on survey results, the Company continued implementing improvement measures in areas such as dining services, dormitory management, and employee benefits. Initiatives included enhancing meal quality and menu variety (approximately 41 meetings and 36 new menu items introduced during the year), implementing real-time dormitory maintenance feedback mechanisms (reducing average response time from 2 days to 6 hours), providing professional maintenance services (512 cases handled during the year), and enhancing employee benefit programs, including increased birthday gifts and expanded Women’s Day benefits. These measures effectively responded to employee needs and contributed to higher overall satisfaction.

The Company also continued strengthening talent development and organizational culture management. In talent development, regular competency reviews, online and in-person training roadmaps, and courses in presentation skills, consultative sales, and project management were implemented to support professional certification development. To strengthen organizational culture, the Company enhanced cross-functional communication and strategy alignment through company-wide meetings and vision-sharing initiatives to improve employee engagement and team cohesion.

Employee Satisfaction Results

Item	2023	2024	2025
Survey Participants	1,753	2,859	5,197
Responses	1,729	2,782	5,045
Response Rate	99.63%	96.68%	97.08%
Satisfaction Index	84.23	85.27	91.99

6.2 Talent Development and Training

5C1L Corporate Culture

The Company believes talent is the key driver of organizational growth and continues to cultivate a high-performance corporate culture. To strengthen core employee capabilities, the Company incorporates its “5C1L” competency framework into talent standards, recruitment, development, and management systems. The framework covers Creativity, Critical Thinking, Complex Problem Solving, Communication, Collaboration, and Leadership.

Through systematic talent development programs, the Company supports employee growth and career development while building an open, innovative, and resilient corporate culture to address evolving business environments and industry challenges.

Talent Development Programs

As Artificial Intelligence (AI), big data, and digital transformation continue to evolve rapidly, the Company has further enhanced its talent development strategy with a focus on AI and digital capabilities. Through diversified training programs and integrated learning resources, employees are equipped with emerging technology skills to improve operational efficiency, enhance customer experience, and support continuous innovation and transformation.

The Company has established a systematic talent development framework, providing comprehensive training programs from the time employees join the organization. Through a combination of online courses, classroom-based training, and digital learning platforms, the Company continuously enhances employees’ professional competencies and global perspectives. Diverse work models and remote collaboration mechanisms are also promoted, while digital tools are leveraged to facilitate sales activities and technical exchanges, thereby strengthening knowledge sharing and cross-functional collaboration. Training effectiveness and key performance indicators are regularly reviewed to continuously optimize talent development systems and support employees’ career growth as well as long-term organizational growth.

In 2025, the Company continued promoting AI-related training programs, including “AI-powered Office Automation,” “AI Classroom: Copilot Chat Fundamentals,” and internal AI tool application courses. Following the official launch of the Group’s AI assistant “NovaCore,” company-wide sessions were conducted to introduce its functions, usage guidelines, and governance principles, helping employees effectively apply AI tools in daily operations while complying with company policies and information security requirements.

To strengthen practical AI applications and cross-functional innovation, the Company also organized the “Getac Group AI Application Competition,” encouraging employees to propose AI solutions for workflow optimization. Through idea collection, professional coaching, and validation mechanisms, innovative concepts were transformed into practical applications across operating scenarios, enhancing employee innovation capabilities and AI application proficiency, and supporting the Company’s digital transformation and long-term competitiveness.

Employee Training and Development

The Company has established a training system based on job functions and competency needs, covering onboarding, general, professional, and management training programs. Digital learning platforms are also utilized to improve training effectiveness.

Onboarding Training

Mandatory onboarding programs help new employees quickly integrate into the Company and understand corporate culture, internal policies, grievance mechanisms, and compliance requirements. Job-specific and language training are also arranged based on position needs. Programs for recent graduates additionally focus on teamwork and workplace adaptation.

Key initiatives: facilitating organizational integration through new employee training and strengthening the connection between academic learning and practical application through intern project presentations.

EHS Training

The Company regularly conducts environmental, health, and safety (EHS) training based on regulatory and operational requirements. Training is delivered through internal instructors and e-learning platforms. Topics include production restart safety, energy and environmental safety, equipment operation safety, and other EHS-related subjects. Training is tailored by employee category, including all employees, direct employees, indirect employees, and production line personnel.

Management and Leadership Development

A systematic management training framework has been established to strengthen leadership, decision-making, and cross-functional coordination capabilities. Programs include reading clubs, thematic management courses, and management practice sharing sessions conducted during management meetings.

Key initiatives: promoting Harvard Business Review PLC reading clubs and cross-generational leadership programs, while introducing management topics related to digital transformation and AI applications.

Management Systems & Sustainability Training

To strengthen organizational governance and align with international standards, the Company provides training on ISO and related management systems, including TISAX, ISO standards, EHS, hazardous substance management, human rights and labor standards, and carbon management topics such as ISO 50001, ISO 14064-1, product carbon footprint, and life cycle assessment, thereby enhancing employees' sustainability management capabilities.

General Training

Cross-functional general training is provided to all employees to strengthen compliance awareness and workplace competencies. Topics include anti-corruption and anti-money laundering, information security, customer privacy protection, risk management, gender equality regulations, human rights education, and the RBA Code of Conduct. Advanced general courses for indirect employees also cover project management, digital skills, AI applications, language skills, HR management, and communication. Business English subsidies are provided to support continuous professional development. In 2025, the Company introduced its internal AI assistant "NovaCore" and promoted adoption through live training sessions to improve work efficiency.

Professional Training

Direct employees: Training focuses on manufacturing and technical capabilities, including job skills, frontline supervisor training, national standards (GB) projects, ISO-related training, occupational safety, emergency response, and chemical safety.

Indirect employees: Training covers HR, legal, R&D, engineering, finance, project management, procurement, IT, internal audit, and EHS functions through internal and external learning resources to enhance professional competencies and practical capabilities.

Key initiatives: In 2025, the Company trained 70 highly skilled technical professionals in key areas including industrial robot system maintenance, stamping technology, and industrial vision engineering.

Digital Learning and Training Mechanisms

The Company designs differentiated training programs for new employees, all employees, and personnel in specific roles to ensure training content is practical and targeted. The Company continues to optimize its e-learning platform by developing pre-recorded courses, live interactive sessions, and micro-courses, and by introducing synchronous and asynchronous blended learning models, enabling employees to learn flexibly and gradually fostering a digital learning culture.

Training Performance Overview

- Average training hours per employee in 2025 reached 71.45 hours, a slight decrease of 1.4 hours from 72.85 hours in 2024, while overall training investment remained stable.
- The Company continued strengthening quality and sustainability-related professional training. In 2025, quality training recorded 5,792 participant attendances with a completion rate of 92.94%, while sustainability materials training recorded 8,086 participant attendances with a completion rate of 89.69%.
- Average training expense per employee in 2025 was NT$451 (excluding internal instructor and employee labor costs). The Company also completed its first comprehensive review of training expenses and resource allocation to enhance transparency and measurability for future talent development planning.

Employee Training Statistics in 2025

Unit: Hours

Item	2023	2024	2025
Total Employees Trained	7,975	8,960	8,586
Total Training Hours	627,248.27	652,715.79	613,486.01

Average Training Hours per Employee by Gender

Unit: Hours

Item		2023	2024	2025	
All Employees	Male	78.28	68.92		70.43
	Female	79.19	78.12		72.89
	Total	78.65	72.85		71.45
Direct Employees		82.02	73.64	Male	71.41
				Female	75.54
				Total	73.36
Indirect Employees		75.17	72.41	Male	72.98
				Female	68.29
				Total	71.34
Management		61.69	62.99	Male	42.20
				Female	61.04
				Total	47.01
New Employees	Male	—	—		40.52
	Female	—	—		42.29
	Total	—	—		41.27

Average Training Expense per Employee in 2025

Unit: NT$

Category	Gender	Expense per Employee
All Employees	Male	435.59
	Female	472.69
	Total	451.02
Direct Employees	Male	53.87
	Female	36.37
	Total	45.65
Indirect Employees	Male	805.08
	Female	1,205.21
	Total	944.92
Management	Male	1,314.37
	Female	2,662.15
	Total	1,658.49

Employee Performance Evaluation

Performance evaluation is not only a key basis for salary adjustments and promotions, but also an important management tool that supports employees' career development and achievement of personal goals. Employees with outstanding performance are provided with promotion and development opportunities, encouraging them to leverage their professional capabilities and take responsibility for leading teams toward improved performance.

Getac's management team establishes operational directions and objectives through annual strategic meetings and regularly reviews progress toward these goals to continuously enhance operational performance. To ensure effective execution of strategic objectives, the Company has established a comprehensive performance management system. Direct employees in Taiwan, as well as employees at manufacturing sites in China and Vietnam, undergo monthly performance evaluations, including self-assessments and supervisor evaluations. Indirect employees and management personnel in Taiwan are evaluated annually. The evaluation process applies to both employees who have completed their probation period and existing employees.

Performance management is conducted through the online "Achieve+ Employee Performance Management System," which allows employees to set goals and complete performance evaluations. At the beginning of the evaluation period, employees and their direct supervisors jointly confirm performance objectives to align individual work goals with the Company's strategic direction. At the end of the period, performance evaluations and feedback discussions are conducted. Supervisors also provide comprehensive recommendations and discuss employees' one- to three-year career development plans to support continuous enhancement of professional capabilities and work effectiveness.

Performance evaluations consist of three components:

- Achievement of work objectives: 80%
- Employee behavioral performance: 20%
  Behavioral performance criteria include communication and coordination skills, complex problem-solving ability, growth mindset, innovation capability, and partnership-building skills. Requirements vary depending on job functions and managerial responsibilities.
- Comprehensive self-assessment and supervisor review
  Employees may communicate with their supervisors regarding challenges encountered at work, the support they require (such as training and resource needs), and their career development plans for the next one to three years.

In 2025, a total of 8,167 employees received performance evaluations, representing 95.12% of all employees. Employees not included in the evaluation process were primarily expatriates not subject to local evaluation mechanisms or newly hired employees who had not yet completed their probation period. No differences in evaluation participation existed based on gender or employment category. The employee performance evaluation rate in 2025 increased by 6.18 percentage points compared to 2024.

Employee Performance Evaluation in 2025

Item		2023	2024	2025
All Employees		7,975	8,960	8,586
Number of Employees Receiving Performance Evaluations	All Employees	7,359	7,969	8,167
	Male	4,349	4,681	4,717
	Female	3,010	3,288	3,450
	Direct Employees	4,259	4,714	4,791
	Indirect Employees	2,769	2,945	2,995
	Management	7,028	310	381
Percentage of Employees Receiving Performance Evaluations	All Employees	92.28%	88.94%	95.12%
	Male	92.30%	87.41%	94.04%
	Female	92.30%	91.89%	96.64%
	Direct Employees	90.77%	84.57%	95.55%
	Indirect Employees	93.86%	95.77%	95.53%
	Management	99.40%	99.68%	87.19%

6.3 Human Rights Policy and Commitment

Human Rights Policy and Commitment

Upholding respect for human rights and the protection of fundamental freedoms as its core values, Getac is committed to implementing principles of equality, fairness, and inclusion throughout its operations, supply chain, and products and services, while building a safe and sustainable business framework. In accordance with international standards, including the *Universal Declaration of Human Rights*, the *UN Guiding Principles on Business and Human Rights*, and the *RBA Code of Conduct*, the Company has established human rights policies and management mechanisms to enhance human rights awareness among employees, suppliers, and stakeholders, and to prevent any form of human rights infringement.

The Company is committed to safeguarding fundamental human rights and has established its Human Rights Policy in alignment with the *RBA Code of Conduct*. Human rights principles have been formally incorporated into the *ESG Code of Conduct* and related internal management systems, clearly defining the human rights standards to be followed in business operations. In addition, accessible and confidential grievance and whistleblowing mechanisms have been established to ensure effective implementation of the policy.

For supply chain management, the Company requires suppliers and business partners to sign environmental protection and social responsibility commitments covering labor rights, prohibition of forced labor and child labor, anti-discrimination, workplace safety, reasonable working hours, and fair compensation. Through ongoing audits and management mechanisms, the Company continuously monitors implementation performance and extends human rights due diligence practices across the entire value chain, jointly promoting responsible and sustainable business development.

Human Rights Policy Statement

1. Labor Rights

The Company is committed to providing a fair, safe, and respectful working environment while safeguarding the fundamental rights of all employees, including:

- Compliance with labor laws and regulations in all operating locations and cooperation with government labor inspections and supervision.
- Non-discrimination and equal opportunity: providing a safe, inclusive, and equal workplace where hiring and promotion are not influenced by race, ethnicity, gender, age, language, region, or political affiliation. Any form of unequal treatment, discrimination, sexual harassment, or workplace bullying is strictly prohibited.
- Prohibition of forced labor and child labor: respecting employees' freedom of employment choice and prohibiting all forms of forced labor and human trafficking. Employees may freely resign or terminate employment in accordance with applicable regulations. Child labor is strictly prohibited, and underage workers are protected.
- Fair compensation and reasonable working hours: working hours and compensation comply with or exceed legal requirements. The Company promotes pay equity and provides fair and reasonable compensation and working conditions, with ongoing review and improvement aligned with economic and business developments.

2. Gender Equality

The Company is committed to promoting gender equality by ensuring a workplace free from gender discrimination and sexual harassment while providing equal development opportunities for employees of all genders. The Company supports employees in balancing work and family life and prohibits unequal treatment or compensation disparities based on gender or sexual orientation.

3. Occupational Health and Safety

The Company is committed to providing a safe and healthy working environment and regularly conducts occupational health and safety education and training to safeguard employees' operational safety and physical and mental well-being. Employees are also entitled to refuse unsafe work without fear of retaliation when safety conditions are uncertain.

4. Freedom of Association

The Company respects employees' rights to form and join labor unions of their choice, engage in collective bargaining, and participate in peaceful assembly. Based on the protection of privacy rights, employees are provided with channels for free expression of opinions. The Company also maintains diversified communication channels to encourage employee participation in corporate governance and decision-making processes.

5. Environment and Community-related Human Rights

The Company complies with domestic and international regulations and standards related to environmental protection and resource efficiency and is committed to reducing the environmental impacts of its operations and supply chain. The Company also considers potential impacts on biodiversity and local communities in relevant activities. In addition, the Company promotes responsible mineral sourcing and prohibits the procurement of conflict minerals to protect the human rights, health, and environment of mining communities.

6. Product and Service Responsibility

The Company places importance on customer and user safety and privacy protection throughout product design, manufacturing, and service processes. The Company also works to prevent risks or adverse impacts on human health and the environment and ensures products comply with applicable safety and regulatory requirements.

Key Human Rights Issues

Prohibition of Child Labor

The Company complies with labor regulations in all operating locations and strictly prohibits the employment of individuals below the legal working age. Internal "*Child and Young Worker Management Regulations*" have been established to control risks from the recruitment stage. During recruitment and onboarding, HR personnel verify applicants' identities and ages through ID verification systems and automated control mechanisms to identify and prevent underage employment. Random identity checks are also conducted during interviews to prevent document misuse. The Company has also established reporting mechanisms encouraging employees to report suspected identity fraud cases for timely investigation and handling. If child labor is identified, the Company will immediately suspend work arrangements, arrange health examinations, notify local authorities, and assist the individual in safely returning home upon approval by authorities, with related expenses borne by the Company. Root cause investigations and corrective actions will also be implemented to prevent recurrence.

No incidents involving the employment or misuse of child labor occurred in 2025.

Prohibition of Discrimination, Sexual Harassment, and Workplace Bullying

The Company is committed to fostering a fair and respectful workplace and strictly prohibits all forms of discrimination, sexual harassment, and workplace bullying. Employment-related decisions, including hiring, promotion, compensation and benefits, training, work assignments, and termination, are made without discrimination based on race, gender, sexual orientation, age, disability, religion, skin color, or nationality. Relevant requirements are clearly defined in the *Employee Code of Conduct*. All operating sites have established grievance and reporting mechanisms. China and Vietnam operations have incorporated sexual harassment and workplace bullying into grievance management systems to protect employee rights. Taiwan operations have established Sexual Harassment Complaint Review Committees and related investigation procedures in accordance with the *Gender Equality in Employment Act* and applicable regulations. Confirmed violations are subject to disciplinary action based on severity, and criminal cases may be referred to judicial authorities with support provided to complainants. False accusations are also handled in accordance with internal regulations. The Company continuously tracks, reviews, and supervises grievance handling outcomes to ensure the effective operation of related mechanisms and ongoing workplace improvement.

Freedom of Association

The Company encourages employees to participate in diverse club and recreational activities. Employee Welfare Committees have established "*Club Application and Subsidy Guidelines*" to provide funding support for employee clubs that promote physical and mental well-being.

In 2025, employee clubs included yoga, hiking, badminton, basketball, golf, darts, baseball, cycling and fitness, strength training, jump rope, and volunteer clubs, helping employees relieve stress and promote well-being. The Company also encourages participation in external sports and cultural competitions, such as marathons and dance competitions, and provides incentive awards to support work-life balance. No incidents involving violations of employees' freedom of association rights occurred in 2025.

Prohibition of Forced Labor

All operating sites strictly prohibit forced labor and clearly regulate working hours and rest systems through the "*Labor Management Rules*" and "*Employee Attendance Management Regulations*." Overtime work or shift adjustments required for production needs must be based on employees' voluntary consent through signed overtime or shift change applications. Employees are free to decline overtime work without coercion from supervisors. Related overtime compensation complies with local legal requirements.

In China, Getac Kunshan, MPT Kunshan, MPT Suzhou, and Getac Changshu have established labor unions and signed collective agreements covering labor management, working hours and leave, occupational health and safety, female employee protection, and employee insurance and benefits. Vietnam operations have also established attendance management systems in accordance with local regulations, including regulated working hours and mandatory 10-minute breaks every two hours of work. In addition, both the Electronics and Plastics Business Groups comply with the labor and human rights requirements of the RBA Code of Conduct and have passed third-party external audits.

No forced labor violations occurred in 2025.

Human Rights Training

Human rights training is an important foundation of the Company's sustainability efforts. The Company and its subsidiaries continue to provide diversified human rights education and awareness programs covering gender equality, sexual harassment prevention, workplace violence prevention, anti-corruption, and labor rights to strengthen employees' awareness and implementation of human rights protection. Subsidiaries in China have incorporated human rights principles into the *Employee Code of Conduct*, with 100% of new employees signing acknowledgment commitments. Through the "Environmental Protection and Social Responsibility Commitment Letter," suppliers are also required to comply with human rights standards to strengthen overall management practices across the value chain. In 2025, a total of 11,608 training attendances were recorded for human rights training globally, achieving a completion rate of 99.20%.

Human Rights-related Training for Security Personnel

All in-house and outsourced security personnel across the Company and its subsidiaries receive security training covering basic security practices and human rights awareness. Training programs include practical drills and case studies to strengthen on-site response capabilities. In-house security personnel are included in the Company's annual employee training program, while outsourced security providers are required to ensure assigned personnel complete relevant human rights training during service periods. In 2025, 100% of in-house and outsourced security personnel completed human rights training.

Human Rights Governance Structure

The Board of Directors serves as the highest governing body for sustainability and oversees human rights-related governance. Under the Board, the Sustainable Development Committee is responsible for formulating and promoting human rights-related policies and supervising management's implementation of human rights commitments across operations and value chain management. The Sustainable Development Committee oversees seven functional teams responsible for advancing labor rights, occupational health and safety, customer rights, and product and service health and safety across the Company and its supply chain. These functional teams ensure that human rights management practices cover major operating sites and value chain activities. Each functional team establishes management indicators and implementation plans within its scope of responsibility and regularly reports progress and performance to the Sustainable Development Committee as a basis for Board oversight and decision-making.

2025 Human Rights Risk Assessment Results

The Company has incorporated human rights issues into its overall sustainability risk management framework and conducts annual human rights risk assessments while regularly reviewing and updating potential human rights risks. In 2025, the Risk Management Team under the Sustainable Development Committee conducted human rights risk assessments across operating sites and the value chain through questionnaires and risk scoring methods. Assessments covered employee, supplier, and customer perspectives and systematically identified issues including working hours management, forced labor, discrimination, child labor, occupational safety, and personal data protection. Risks were evaluated and classified based on likelihood and impact severity.

Assessment results indicated that most human rights issues were classified as low risk, while "customer personal data protection" was identified as a medium-risk issue. In response, the Company strengthened information security protection, internal monitoring, and remediation mechanisms through its information security management system and internal control procedures to mitigate related risks. Related remediation measures are detailed on page 108 of this report.

Communication and Grievance Channels

The Company has established comprehensive communication and grievance mechanisms to provide employees, suppliers, and other stakeholders with secure and accessible reporting channels for matters involving illegal conduct, unethical behavior, human rights violations, or breaches of the Code of Conduct. Investigations and handling procedures are conducted in accordance with the "Whistleblowing and Grievance Management Regulations," and corrective and remedial measures are implemented as appropriate to mitigate potential risks.

The Company strictly protects the privacy and safety of whistleblowers and prohibits any form of retaliation or unfavorable treatment. Confirmed cases are handled in accordance with internal regulations, and improvement measures are implemented to prevent recurrence.

For daily communication, the Company values two-way engagement with employees and utilizes the Enterprise Information Portal (EIP) to integrate announcements, policies, and departmental information. Multiple communication channels, including Teams, WeChat official accounts, emails, and employee satisfaction surveys, are also used to collect feedback. Feedback results are regularly analyzed and serve as a basis for continuously improving the working environment and management systems.

Internal Consultation and Grievance Channels		
Getac Holdings	Employee Relations Email	Speakout_GTH@getac.com.tw
	Sexual Harassment Complaints Email	Wecare_GTH@getac.com.tw
Subsidiaries	See Appendix 8.2 for details.	

External Consultation and Grievance Channels	
Ethics Violation Reporting Channel	gthaudit@getac.com
Customer Communication Channel	The "Contact Us" sections on the official websites of Getac Holdings Corporation and its subsidiaries provide sales, customer service, and technical support consultation services.
Investor Communication Channel	stocks@getac.com
Sustainability Development Office	Getac.csr@getac.com.tw

Human Rights Risk Mitigation and Remedial Measures

Issue	Risk Level	Prevention and Mitigation Measures	Remedial Measures	Management Indicators
Customer Privacy	Medium	• Establish ISO 27001 Information Security Management System • Strengthen data encryption, access control, and cybersecurity protection • Conduct regular information security and personal data protection training	• Activate cybersecurity incident response and investigation mechanisms • Report incidents in accordance with regulations and implement corrective actions to prevent recurrence	• Number of cybersecurity incident reports • Number of personal data leakage incidents (Target: 0) • Information security training coverage (%) • System vulnerability remediation completion rate (%)
Freedom of Association	Low	• Protect employees' rights to freedom of association and union participation in accordance with regulations • Enhance employee awareness of association rights through training and internal communication • Establish transparent communication mechanisms to ensure effective labor-management dialogue	• Establish reporting and investigation mechanisms for violations • Regularly hold labor-management meetings and continuously track employee concerns	• Number of labor-management meetings (times/year) • Number and closure rate of labor disputes (%) • Employee satisfaction (communication aspect) (%)
Child Labor	Low	• Establish a strict prohibition of child labor policy and implement age verification mechanisms • Require identity and age verification for new hires	• Immediately suspend work and arrange health examinations • Notify authorities and provide appropriate placement assistance, including return-home support or follow-up care	• Age verification coverage rate for new hires (100%) • Number of child labor incidents (Target: 0) • Supply chain child labor audit coverage (%)
Forced Labor	Low	• Prohibit retention of identification documents and unreasonable fees • Ensure overtime work is voluntary and prohibit forced labor • Conduct labor rights and working hours training • Establish grievance and communication channels	• Immediately remove restrictions and return retained documents • Implement compensation and reimbursement mechanisms where applicable	• Number and closure rate of employee grievance cases (%) • Labor rights training coverage (%) • Number of forced labor incidents (Target: 0)
Discrimination , Harassment, and Misconduct	Low	• Establish diversity, equality, and anti-discrimination management mechanisms prohibiting inappropriate treatment based on gender, age, disability, and other factors • Conduct regular workplace misconduct and sexual harassment prevention training • Strengthen managerial communication and grievance handling capabilities to foster a respectful and inclusive workplace culture	• Establish grievance and investigation mechanisms to ensure fair handling and protection of complainants • Take disciplinary action against violations and track corrective actions • Provide necessary support to affected employees (e.g., EAP counseling)	• Number of sexual harassment/misconduct complaints • Case closure rate • Training coverage rate • Employee satisfaction
Occupational Safety	Low	• Establish ISO 45001 Occupational Health and Safety Management System and conduct regular risk identification and assessments • Conduct regular safety training and emergency response drills • Provide protective equipment and implement operational safety procedures • Establish incident reporting and continuous improvement mechanisms	• Initiate emergency response and medical treatment immediately after incidents • Conduct investigations and root cause analysis and implement corrective and preventive measures • Provide employee compensation and return-to-work support	• Lost Time Injury Frequency Rate (LTIFR) • Training coverage rate • Audit corrective action completion rate
Working Hours Management	Low	• Comply with labor regulations and establish working hours and overtime management systems • Ensure overtime is voluntary and compensated in accordance with regulations • Implement attendance and working hours systems to ensure transparent records • Regularly review working hours to prevent overwork risks	• Immediately adjust working hours and workforce allocation in cases of excessive overtime • Provide health support and necessary rest arrangements • Continuously track and improve abnormal cases	• Average working hours, Overtime ratio, Number of overtime violations, Attendance abnormality improvement rate

In 2025, Getac received a total of 136 employee feedback and grievance cases globally. Among them, 132 cases were related to employee compensation, benefits, and daily welfare matters, such as allowances, attendance bonuses, and housing subsidies. All cases were appropriately resolved through communication and coordination, with continued efforts to improve employee satisfaction and workplace quality.

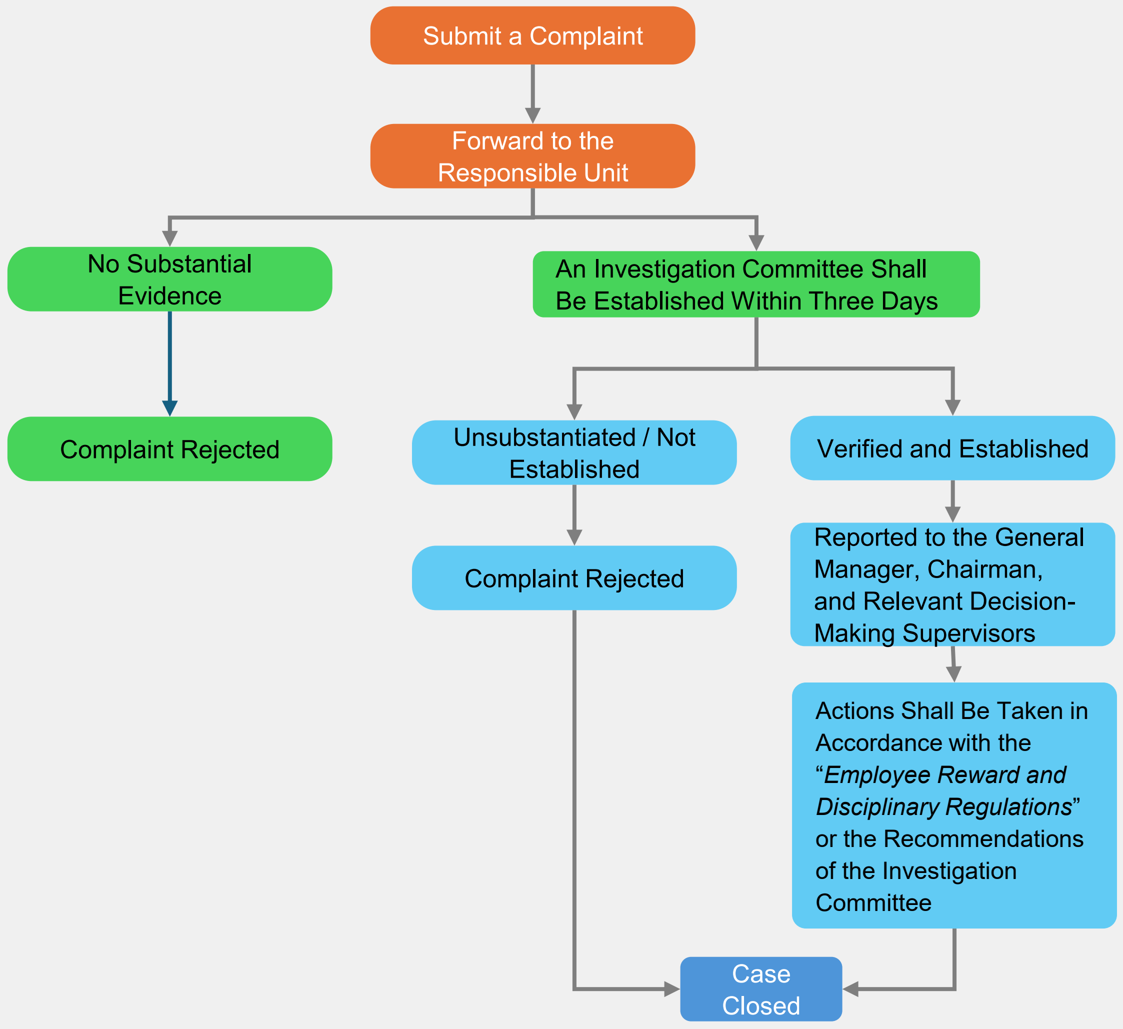
The remaining four cases involved workplace misconduct complaints. Three cases were not substantiated due to insufficient evidence or failure to meet the legal definition of workplace misconduct. One confirmed case was formally investigated in accordance with the "*Grievance and Whistleblowing Management Regulations*" and the "*Workplace Violence Prevention Program*." External professionals, including psychologists and legal advisors, participated in the investigation process to ensure fairness and protect employee rights. During the investigation, EAP counseling support was also provided, and appropriate disciplinary actions were implemented based on the investigation results and the *Employee Reward and Discipline Regulations*.

In addition to case handling, the Company continues to strengthen preventive and mitigation measures, including enhancing legal awareness and regular training programs, improving managerial communication and leadership capabilities, establishing diversified and confidential grievance channels, and proactively identifying potential risks through employee satisfaction surveys and HR interview mechanisms to support the prevention and improvement of workplace misconduct.

Consultation and Grievance Cases

Consultation / Grievance Type	Cases	Closed Cases	Open Cases	Closure Rate
Consultation Cases (Compensation, Benefits, and Employee Welfare-related Issues)	132	132	0	100%
Grievance Cases Workplace Misconduct (Sexual Harassment, Discrimination, Privacy, etc.)	4	4	0	100%
Total	136	136	0	100%

Complaint and Reporting Mechanism Flowchart



6.4 Occupational Health and Safety

Occupational Safety and Health Management System

The Company is committed to providing a safe and healthy working environment by complying with occupational safety and health regulations and international standards applicable to each operating site. Occupational safety and health management systems have been established to reduce occupational hazard risks through systematic management and continuous improvement mechanisms, while strengthening employee safety awareness through education and training. Occupational safety management is also extended across the value chain, including suppliers and contractors.

With accident prevention as its core principle, the Company has established the goals of "zero fatal accidents, zero occupational diseases, and zero workplace injuries." Management systems are implemented in accordance with ISO 45001:2018 or local regulatory requirements, ensuring effective operation through risk identification, inspections, and audit mechanisms. As of the reporting year, management system coverage reached 100% of employees (8,586 persons) and 100% of non-employee workers (113 persons). In 2025, a total of nine subsidiaries obtained ISO 45001 certification. Details of certification status are provided in Appendix 8.4, and both internal and external audit implementation rates for sites covered by the management system reached 100%.

Getac Health and Safety Policy

- Comply with local occupational safety and health laws and standards, proactively monitor global occupational safety and health issues, assess risks in advance, and establish a safe working environment.
- Establish and implement an occupational safety and health management system, and continuously review and improve control measures to reduce the risk of occupational accidents.
- Planning and conducting safety and health education and training to enhance all employees' awareness of their safety and health responsibilities.
- Collaborating with suppliers and contractors through cooperation and awareness promotion to strengthen safety and health education and advocacy, collectively reducing occupational safety risks.

Occupational Safety and Health Committee

The Company has established an "Occupational Safety and Health Committee" in Taiwan, while overseas sites have established "Safety Production Committees," forming a company-level occupational safety governance structure. Each committee is chaired by the highest-ranking site manager or the head of human resources, with representatives from various departments participating in accordance with labor-management cooperation principles, including administration, human resources, quality, manufacturing, sales, procurement, construction, logistics, and finance units. Each occupational safety committee convenes once per quarter and is responsible for recommending occupational safety policies, supervising implementation, promoting health management, and guiding risk improvement initiatives. Meeting resolutions are consolidated and communicated company-wide to ensure effective implementation.

Key initiatives promoted in 2025 included strengthening traffic safety, health risk management, and fire safety management in Taiwan; reviewing and renewing safety accountability systems in China in accordance with the *Suzhou Work Safety Regulations*; and enhancing safety management for outsourced construction personnel in Vietnam. The committee meeting completion rate reached 100% during the reporting year. In the event of occupational safety incidents, investigations and corrective and preventive actions are immediately initiated to prevent recurrence.

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

Company	Number of Labor Representatives	Total Number of Committee Members	Percentage of Labor Representatives
GTH(Stand alone)	NA	NA	NA
GTC	4	9	44%
ATC	4	10	40%
GTK	10	11	91%
MPTK	7	9	78%
MPTZ	15	16	94%
MPTV	12	13	92%
GVL	12	13	92%
GCS	36	39	92%
GKS	7	8	88%
MPTG	11	12	92%
HTW	4	9	44%

*Getac Holdings is not classified as an enterprise required under Article 10 of the Occupational Safety and Health Management Regulations to establish an Occupational Safety and Health Committee. Nevertheless, the Company voluntarily convenes such committee meetings on a regular basis, exceeding regulatory requirements, with a meeting completion rate of 100% during the reporting year. In addition, as the Company is not classified as a legally designated enterprise under the regulation, participation by worker representatives is not legally required.

Hazard Identification and Risk Assessment

In accordance with its *Risk Assessment Procedures*, the Company has established a systematic hazard identification and risk management mechanism to regularly assess operational activities, personnel behaviors, and equipment operations. Risk assessments adopt the LEC evaluation method, calculating risk values ($D = L \times E \times C$) based on Likelihood (L), Exposure Frequency (E), and Consequence Severity (C), with corresponding control and improvement measures implemented according to risk levels. In 2025, all operating sites completed annual assessments. Major hazard sources and potential risks identified included heavy material handling and machinery operations (which may result in crushing or impact injuries), furnaces and high-temperature equipment (which may cause burns), and battery storage (which may lead to fire or explosion risks). In response, the Company implemented relevant control measures, including enforcement of standard operating procedures, certification training, strengthened equipment protection and safety device installation, high-temperature operation protection and isolation measures, and battery safety storage and fire prevention management systems. Continuous monitoring and improvement are also carried out through education, training, and on-site audits to reduce accident risks. In addition, in accordance with occupational safety and health regulations and policy requirements, the Company promotes diversified workplace health and safety management measures, covering the prevention of unlawful infringement in the workplace, ergonomic hazard prevention, prevention of diseases caused by abnormal workloads, and maternal health protection. Each operating site implements and manages these measures in accordance with local regulations to comprehensively enhance employee physical and mental well-being and workplace safety protection.

Working Environment Monitoring

To ensure workplaces comply with occupational health standards, all operating sites regularly commission qualified third-party organizations to conduct working environment monitoring in accordance with regulatory requirements and operational needs. Monitoring items cover chemical hazard factors (such as particulate matter, volatile organic compounds, acidic and alkaline gases, and carbon dioxide) and physical hazard factors (such as noise, dust, temperature and humidity, wind speed, and electromagnetic fields). For monitoring results that exceed or approach standard limits, improvement plans are immediately initiated, including optimizing ventilation and heat dissipation systems, introducing wet dust removal equipment, installing enclosed exhaust systems, improving raw material storage and usage processes, providing personal protective equipment (PPE), and strengthening employee training on PPE usage to reduce hazardous exposure risks.

Chemical Management and Personal Protective Equipment (PPE)

To reduce risks to personnel health and safety arising from chemical use, the Company has established chemical and personal protective equipment (PPE) management mechanisms in accordance with relevant regulations. All operating sites maintain chemical inventories and implement classification, labeling, and storage management practices while ensuring that Safety Data Sheets (SDS) are complete and readily accessible. Designated personnel conduct regular inspections to reduce leakage and exposure risks. Based on risk assessment results, appropriate protective equipment is provided, including gloves, safety goggles, face shields, and respiratory protective equipment. Through education and training as well as on-site inspections, the Company ensures proper use and management of PPE.

Education, Training, and Emergency Response

In accordance with occupational safety and health regulations, the Company implements education and training programs to enhance employees' risk identification, accident prevention, and emergency response capabilities. Based on employee roles and operational characteristics, a three-tier safety training system is implemented, covering new employees, current employees, and personnel engaged in special operations. New employees are required to complete occupational safety and hazard identification training and pass relevant assessments before commencing work. Current employees participate regularly in safety training and accident case awareness programs, while operators of high-risk equipment must obtain the required certifications in accordance with regulations. The Company also ensures that employees who identify immediate danger may evacuate to a safe location without being subject to any adverse treatment.

To strengthen occupational safety awareness, the Company continuously promotes safety education and awareness through safety promotional videos, general education programs, and internal platform communications. In China, operating sites additionally implement "Five-Minute Pre-Shift Safety Education" programs and install visual management boards in high-risk workshops to strengthen on-site safety management. To enhance emergency response capabilities, each site regularly conducts fire, earthquake, and emergency response drills, as well as chemical spill simulations and first-aid training, including CPR and AED training. Training content covers emergency response procedures, equipment operation, and personnel evacuation. Drill frequencies are determined in accordance with local regulations (at least twice annually in Taiwan, once annually in Vietnam, and on average once per month in China). All planned drills were completed in 2025. The Company recorded no fire incidents in 2025, demonstrating the effectiveness of its disaster prevention management and training measures. Firefighting equipment at all sites is installed and maintained in accordance with applicable regulations. In the event of an incident, the Company will continue to review investigation results and strengthen risk control and training measures to further enhance overall disaster prevention capabilities.

Occupational Disease Prevention

To prevent occupational diseases and reduce the impact of workplace environments on employee health, the Company follows its *Occupational Disease Prevention Standards* to systematically identify occupational hazard factors and establish standard operating procedures and protective measures. Through pre-deployment training and ongoing on-the-job education, training, and performance assessment, the Company ensures employees possess the necessary protective knowledge and operational capabilities. Employees are only permitted to perform relevant operations after passing the required assessments.

All operating sites disclose occupational disease hazard information in accordance with applicable regulations. China and Vietnam sites have completed the signing of *Occupational Disease Hazard Notification Forms*, while Taiwan sites provide pre-job training based on operational hazard characteristics, covering physical and chemical occupational diseases. In addition, contractors are required to implement employee health management and fitness-for-duty controls to reduce overall operational risks.

High-Risk Operations Control at Production Sites

Business Group	Major Hazard Factors	Potential Health Risks
Electronic BG	Chemicals, X-ray Radiation	Blood / Organ Diseases
Plastic BG	Noise, Chemicals, X-rays	Hearing Loss, Radiation Effects
Auto BG	Noise, Dust, High Temperature	Hearing Loss, Respiratory Discomfort, Heat Stress

For high-risk operations, the Company adopts management principles focused on source prevention, operational control, and continuous monitoring. Priority is given to introducing lower-hazard alternatives, strengthening equipment safeguards, and improving workplace environments. Appropriate personal protective measures and exposure management are also implemented to reduce potential impacts. In addition, through regular environmental monitoring and health examination mechanisms, the Company continuously tracks and evaluates operational risks to ensure employee health and workplace safety.

In daily management practices, the Company provides compliant occupational health protective equipment and emergency medical devices. Employees in high-risk positions are appropriately identified and rotated to reduce risks associated with prolonged exposure. For pregnant and breastfeeding employees, the Company avoids assigning work involving potential hazards in accordance with applicable regulations. Regarding health monitoring, all employees are required to complete pre-employment health examinations. Employees exposed to occupational hazards must pass pre-assignment medical examinations before commencing work and undergo at least one health examination annually during employment. If abnormalities are identified, job duties will be adjusted immediately or employees will be reassigned away from exposure positions, with all related costs borne by the Company. Necessary health evaluations are also required prior to leaving the position. If more than six months have passed since the last health examination, a specialized health examination must be completed and passed before departure approval is granted.

In addition, China and Vietnam sites have established "occupational disease prevention" as a key objective, achieving 100% completion rates for health examinations, environmental monitoring compliance, hazard notification form signing, and education and training completion, while maintaining zero occupational health losses and zero contraindication cases. In 2025, the Company reported no occupational diseases or occupational disease-related fatalities.

While promoting occupational disease prevention and health monitoring, the Company also places strong emphasis on personal privacy and the protection of health information. The Company complies with personal data protection regulations applicable at each operating site and properly collects, processes, and retains employee health data in accordance with its internal *Occupational Health Management System* and related operational procedures, ensuring the confidentiality and security of such information. Health examination and occupational health service records of employees and non-employee workers are used solely for necessary health management and regulatory compliance purposes and are not used for personnel evaluations or any improper purposes. The Company also ensures that no discriminatory treatment arises due to health conditions. By balancing health management with privacy protection, the Company is committed to establishing a trustworthy and respectful occupational health management system.

Key Performance Indicators in 2025 (KPIs)

100%	100%	0 Cases
Health Examination & Environmental Monitoring Compliance Rate	Hazard Communication Acknowledgment Signing and Training Rate	Occupational Disease, Contraindication, and Fatality Cases

Health Promotion and Occupational Disease Prevention

Regular Health Examinations

General Employees
- Taiwan / China: Once every 2 years
- Vietnam: Once every year

High-Risk Operation Employees
- Taiwan / China: Once every year
- Vietnam: Once every 6 months

Participation Rate

Taiwan	Vietnam	China
97%	85%	69%
724 Participants	1,908 Participants	3,811 Participants

*In Taiwan, a joint health examination was completed in 2024, with the next regular health examination scheduled for 2026.

On-site Health Services

Professional Care: Dedicated and contracted medical personnel are assigned to provide on-site occupational physician and occupational health nurse services.

Physical and Mental Well-being Support: In Taiwan, the Company partners with external professional organizations to provide an Employee Assistance Program (EAP).

Site Facilities: Medical stations are established at China and Vietnam sites, providing basic medications as well as services such as blood pressure and blood glucose monitoring.

Health Promotion and Activities

Awareness Enhancement: Internal newsletters are distributed regularly, covering topics such as seasonal health care, allergy prevention, stress management, and prevention of common diseases.

Diverse Health Seminars: The Company organizes seminars on disease prevention, exercise and weight management, first aid and AED operation, free medical consultation services, and women's health care.

Fat-Burning Challenge: Taiwan sites organized a dual-effect fat-burning challenge, achieving a total weight loss of 450.6 kg, with both individual and team-based reward mechanisms.

Traditional Chinese Medicine Consultation at Changshu Site

Fat-Burning Challenge at Taiwan Sites

Soccer Tournament at Vietnam Sites

Wellness Seminar at Kunshan Sites

Occupational Safety Performance

The Company upholds a "prevention-first" principle in occupational safety management and continues to pursue "zero occupational diseases and zero fatal accidents" as its core management objective. Through systematic risk identification, education and training, and accident prevention mechanisms, the Company seeks to reduce operational risks and strengthen overall safety culture. The Company set a 2025 occupational safety and health management target of maintaining the Recordable Incident Rate (RIR) below the 2024 level of 0.122, serving as a key indicator for continuous improvement in occupational safety performance.

0 Cases
Major Occupational Accidents / Fatalities / Occupational Diseases

-39%
Absenteeism Rate Significantly Decreased Compared with 2024

100%
Occupational Safety and Health Training Completion Rate

2025 Employee Safety Performance

Indicator	2025 Data	
Total Working Hours	18,641,208 hours	Covers All Operating Sites
Major Occupational Accidents / Fatalities	0 Cases	
Recordable Injury Rate (RIR)	0.129	0.122 in 2024
Absenteeism Rate	0.50	Decreased by 39% Compared with 2024
Near-Miss Reporting	3 Cases	Near-Miss Incident Rate: 0.032

【Calculation Notes】
- Disabling injury incidents exclude commuting traffic accidents occurring during travel to and from work.
- The definition of serious injury is determined in accordance with local regulations at each operating site.
- Occupational fatality rate = (Number of occupational fatalities / Total working hours) × 200,000
- Serious occupational injury rate = (Number of serious occupational injuries / Total working hours) × 200,000
- Recordable Incident Rate (IR) = (Number of recordable occupational injuries / Total working hours) × 200,000
- Near miss incident rate = (Number of near miss incidents / Total working hours) × 200,000
- Absenteeism rate = Number of absent days / Total working days (including sick leave, miscarriage leave, occupational injury leave, and menstrual leave)
- Supplementary Note: Total working hours data sources: Taiwan data are compiled from monthly occupational injury reports; China and Vietnam data are exported from attendance tracking systems.

Contractor Safety Management

Access Control	Contractors must complete application and commitment documents before entering the site to ensure understanding of all safety regulations.
On-site Supervision	Safety personnel supervise operations during work activities, and high-risk tasks require special review and approval.
Inspection Mechanism	Regular and random safety inspections are conducted, with immediate corrective actions required for any identified deficiencies.

84,984 Hours
Total Working Hours of Non-Employee Workers

0 Cases	0 Cases	0
Occupational Diseases	Fatalities	Recordable Injury Rate

Accident Prevention and Reporting

Near Miss Incidents: Employees are encouraged to proactively report near misses to prevent potential risks in advance.

Investigation & Analysis: Occupational safety units lead cross-functional root cause analysis and implement corrective actions.

Regulatory Reporting: Major incidents are reported immediately to the relevant authorities and the Board of Directors.

Safety Management Systems and Mechanisms

Incident Reporting and Investigation Mechanism

The Company has established comprehensive incident reporting and investigation systems to ensure occupational incidents are promptly reported, effectively handled, and compliant with local regulatory requirements. When occupational safety incidents or potential hazards occur, reporting and investigation procedures are immediately initiated. The occupational safety unit leads cross-functional investigations to analyze root causes, propose corrective and preventive measures, and track implementation progress. Major incidents are reported to the relevant authorities and the Board of Directors in accordance with regulations.

Near Miss Management

The Company has established a near miss reporting and management mechanism that encourages employees to proactively report potential risks. Reported cases are investigated and analyzed to assess potential impacts and implement preventive measures, enabling risks to be mitigated in advance, reducing the likelihood of accidents, and strengthening overall safety protection capabilities.

Incident Analysis and Corrective Measures

Among occupational injury incidents in 2025, one case involved an accidental fall, one involved injuries caused by improper operation of an aerial work platform, and ten were related to equipment operation. These incidents occurred during machinery operation or installation work due to insufficient concentration, inadequate safety awareness, or failure to follow standard operating procedures, resulting in cuts, impact injuries, pinch injuries, slips and falls, and injuries caused by falling objects.

In response to the above incidents, the Company promptly implemented review and corrective actions, including:

- **Strengthening risk control and prevention mechanisms:** Enhancing on-site safety education and training to improve employees' safety awareness and risk identification capabilities.
- **Clearly regulating high-risk operations:** Reiterating and prohibiting high-risk practices such as supporting objects by hand during striking operations.
- **Implementing specialized operational training:** Conducting one-time specialized training on injection molding machine operations and mold installation/removal procedures, fully explaining operating standards and precautions while requiring all production units to strengthen on-site supervision and execution.

- **Enhancing equipment and tool management:** Increasing the frequency of routine inspections and maintenance for equipment and tools to promptly eliminate potential safety hazards.
- **Optimizing workflows and workplace design:** Adjusting work routes and workplace layouts to reduce risks of slips, collisions, and injuries caused by falling objects.

Occupational Injuries and Occupational Disease Statistics

Item	2023		2024		2025	
Total Working Hours	14,842,986		18,092,377		18,641,208	
Number and Rate of Fatal Occupational Injuries	0	NA	0	NA	0	NA
Number and Rate of Fatal Occupational Diseases	0	NA	0	NA	0	NA
Number of Severe Occupational Injuries	1		0		0	
Severe Occupational Injury Rate	0.013		0		0	
Number of Recordable Occupational Injuries	8		11		12	
Recordable Injury Rate (RIR)	0.108		0.122		0.129	
Absenteeism Rate	0.53		0.82		0.50	
Near Miss Incident Rate	0.027		0.011		0.032	

6.5 Social Participation

About the Getac Holdings Charitable Trust

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

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

In 2025, our total charitable donations reached NT$2.89 million, focusing on the following key areas:

Education in Rural and Outlying Areas

The Company continues to address the lack of educational resources for children in rural and outlying areas. In 2025, approximately NT$1.24 million was donated to help improve learning environments and access to education. Specific efforts included:

- Supporting organizations such as the "Huilong Disadvantaged Family Care Center of the Quaker Christian Church, the "Taiwan Love and Hope Child Care Development Association," and the "Taiwan Rural Children Education Foundation" to promote after-school tutoring, reading programs, and outdoor experiential learning activities for children in rural areas.
- Special support was provided to Taiwan's outlying island region of Lanyu through donations of reading resources and educational equipment, including drones and teaching control systems, to help remote schools improve basic educational infrastructure and narrow the urban-rural education gap.

Support for the Homeless and Disadvantaged Groups

A donation of NT$300,000 was made to support "The Mustard Seed Mission" in promoting daily care services, disadvantaged family support, and community safety and well-being initiatives. Through continued community engagement and investment, the Company strives to foster social inclusion, fulfill corporate social responsibility, and move toward a sustainable future.

Assistance for Orphaned Infants and the Elderly

- Support was provided to "Hanna's Home" under the Taitung Christian Hospital and the Jalian Foundation to care for orphaned infants.
- Support was also provided to the "Chinese Association for the Welfare of the Elderly" to assist vulnerable elderly individuals with basic living and caregiving support.

Emergency Relief, Community Development Support, and Care for People with Disabilities

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

- NT$500,000 was allocated to support rescue and post-disaster recovery efforts following flooding in southern Taiwan.
- Support was provided to the "Dr. Liao Yong-Siang Life Education Association" to promote public medical lectures and hiking activities, contributing to healthier community development.
- A donation was made to the "Mennonite Christian Hospital's Lih-Ming Center in Hualien" to help improve living conditions for individuals with physical and mental disabilities.

The "Taiwan Love and Hope Child Care Development Association" supported diversified talent cultivation and development programs for disadvantaged families by sponsoring dream-realization singing, instrument performance, and talent competition activities to encourage children to develop their potential.

Support was provided for players from Ming Yi National School in Hualien to participate in regular training programs, helping cultivate outstanding athletes.

Iraraley Elementary School in Taitung County enhanced overall educational quality through improvements to campus facilities and enrichment of educational resources.

Huilong Church organized summer camp programs to accompany disadvantaged children in self-exploration and interest development, while fostering teamwork, positive character development, and healthy physical and mental growth.

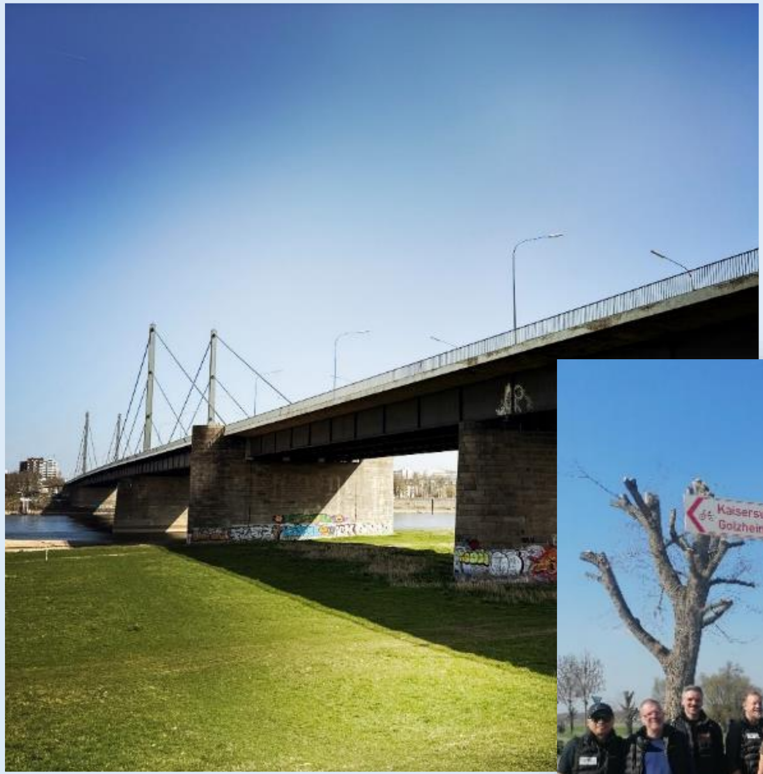
Waste Reduction at the Source • Protecting the Rhine River

In support of river conservation initiatives, the Company participated in a waste cleanup campaign along the Rhine River to promote ecological and community sustainability.

The Company joined a river cleanup initiative organized by the German non-profit organization RhineCleanUp gGmbH carrying out waste collection and classification activities along the Rhine River in Düsseldorf to help reduce pollutants entering the waterway.

As one of Europe’s major international rivers, the environmental quality of the Rhine River is closely linked to downstream ecosystems and global ocean health. However, the increasing accumulation of waste and microplastic pollution poses long-term threats to aquatic ecosystems. Through on-site riverbank waste collection and sorting, this initiative effectively intercepted waste from entering the river system, reduced the risk of pollutants spreading into the ocean, and reinforced the practice of waste reduction at the source.

In addition, participation in this initiative enhanced employees’ awareness of environmental issues and strengthened their willingness to take action, transforming the Company’s sustainability philosophy into concrete practices. Through collaboration with local non-profit organizations, the initiative not only contributed to the protection of regional biodiversity, but also strengthened partnerships between the Company and local communities, jointly advancing long-term sustainable development in environmental protection and social well-being.



About the Y.S. Education Foundation

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

Y.S. Creative Awards

The 23rd Y.S. Creative Awards, organized by the Y.S. Education Foundation of the MiTAC-Synnex Group, centered on the theme "AI Empowerment, Sustainable Future," continuing its commitment to cultivating Taiwan's next-generation talent in technology and sustainability. This year's competition attracted 714 participating teams and further expanded to include AI application categories for senior high school and vocational high school students. A total of 60 teams advanced to the finals, with projects spanning digital applications, industrial design, motion graphics, and AI innovation. Many entries focused on sustainability-related topics, including recycling and reuse of discarded photovoltaic panels, energy efficiency enhancement, low-carbon transportation, intelligent anti-fraud solutions, and public safety applications, demonstrating young people's ability to apply AI technologies to address environmental and social challenges. The judging panel recognized that the entries demonstrated comprehensive thinking ranging from problem identification to technology integration, reflecting how AI applications are gradually evolving into practical and implementable solutions. More than just a creative competition, the Y.S. Creative Awards have become an important platform connecting industry, government, and academia, promoting interdisciplinary collaboration and industry engagement while strengthening youth competitiveness and influence amid trends in digital transformation and net-zero sustainability.

Explore the Award-Winning Works of the 23rd Y.S. Creative Awards

Promotion of Cultural and Artistic Development

In 2025, the Y.S. Education Foundation continued to promote the development of culture and the arts in Taiwan through diverse and meaningful initiatives, with total annual investment reaching NT$4.2 million. Starting from the 22nd Y.S. Creative Awards, the foundation supported short film creation projects, encouraging younger generations to tell stories through visual media and creativity. In the arts and cultural field, the foundation sponsored the Chung Yuan Christian University Feng Ya Song Concert and supported the training and performances of the Taipei First Girls High School Music Marching Band and Color Guard, bringing music and performing arts into campuses and everyday life as a bridge connecting people and communities. The foundation also collaborated in promoting the original Taiwanese musical "Fort Zeelandia: When the Flame Trees Bloom," injecting further momentum and opportunities into local performing arts development. In addition, through hosting four charity screenings of Taiwanese-produced films, attracting approximately 700 participants, the foundation not only encouraged greater public engagement with cinema, but also helped audiences gain a deeper understanding of the development of Taiwan's semiconductor industry. From reading to creative expression, and from campuses to society, the Y.S. Education Foundation continues to promote the flow of culture through concrete actions, creating more opportunities for public participation and engagement.

The finals and award ceremony of the 23rd Y.S. Creative Awards concluded successfully, with distinguished guests and award-winning teams gathering for a group photo to celebrate and witness the outstanding achievements of youth innovation.

The Industrial Design Gold Award-winning project, "L.B.S Nest Point," showcased the innovative achievements of a young team that integrated design thinking with practical implementation capabilities to address real-life scenarios and industry needs.

Chung Yuan Christian University Arts Salon Concert

Y.S. Education Foundation continued to sponsor the Chung Yuan Christian University Arts Salon Concert, supporting the operation of arts and cultural performances on campus while promoting music and performing arts education.

Taipei First Girls High School Marching Band and Color Guard International Performances

Y.S. Education Foundation sponsored student training and performance activities for the Taipei First Girls High School Marching Band and Color Guard to promote cultural exchange.

Public Welfare Screenings of the Taiwanese Film “A Chip Odyssey”

Sponsored four screening events that attracted approximately 700 participants in total, helping employees and their families gain a deeper understanding of Taiwan’s semiconductor industry.

Sponsored the original Mandarin musical “Zeelandia”

Supported the original Mandarin musical *Zeelandia*, promoting original Taiwanese musical productions and encouraging young creators to participate in cultural content development.

Hope Reading Program

Supported the CommonWealth Magazine Education Foundation’s reading promotion initiatives, helping children develop lifelong learning skills that will benefit them throughout their lives.

7. Value Chain Management

7.1 Customer Relationship

Products and Services

The Company upholds a customer-centric philosophy and is committed to providing high-quality and reliable products and services. We value long-term partnerships with customers and continuously listen to customer needs and feedback. By understanding customer usage scenarios and perspectives, we proactively provide professional recommendations and solutions to ensure product quality and service experiences meet or exceed customer expectations.

The Company has established a comprehensive quality management system in accordance with the ISO 9001 Quality Management System standard, including quality manuals and operational procedures. Customer feedback related to product issues, technical support, sales services, and after-sales repair services is systematically collected and analyzed. Responsible departments conduct root cause analysis, implement corrective and preventive actions, and incorporate findings into continuous improvement processes in line with the PDCA (Plan-Do-Check-Act) approach to continuously enhance product quality and technical capabilities.

Effective design is the foundation of successful products. Getac's product design, development, and validation processes follow clearly defined management systems and procedures. From project initiation through concept design, design, engineering design, manufacturing design, and product launch, each stage includes standardized validation checkpoints that must be completed before proceeding to the next stage. The Company continues to invest in advanced manufacturing processes and inspection equipment to increase automation and strengthen the staffing and expertise of product validation personnel.

At the same time, regular AFR (Annual Failure Rate) review meetings are held to analyze product failure causes and develop corrective actions. Relevant handling results are systematically recorded in databases as important references for future R&D design and quality improvement activities.

Sales and After-Sales Services

Subsidiary Getac Technology is responsible for the global marketing and sales of the Getac rugged computer brand. In recent years, the Company has continued to strengthen localized marketing and service capabilities through close cooperation with regional strategic channel partners, developing product messaging and marketing activities tailored to local market needs to enhance brand communication and market penetration.

Guided by the management principles of "Intelligence, Transparency, and Efficiency," the GETAC brand has introduced AI assistants as digital service entry points in the market, providing global customers with consistent, up-to-date official information across different time zones. The Company has also established repair centers or authorized service partners in major global sales markets to provide timely and professional after-sales support. Service locations continue to expand based on sales scale and customer needs to enhance service accessibility and response efficiency.

The Company also continues to enhance interactions with customers and channel partners through ongoing optimization of information systems. Systems including the Partner Portal, E-Quotation system, Marketing Automation platform, and the second-generation Service Portal have been implemented to systematically provide product information and after-sales repair services. These platforms help channel partners quickly access product and service information, while allowing users to independently manage products and download recovery tools. Combined with video tutorials and self-diagnostic functions for real-time troubleshooting, these systems further improve service quality and customer satisfaction for end users.

Download Support Service Achievements in 2025

437,202 times	29,344 users	2,307 users
Total number of download support service requests	Cumulative registered users	New registered users in the current year

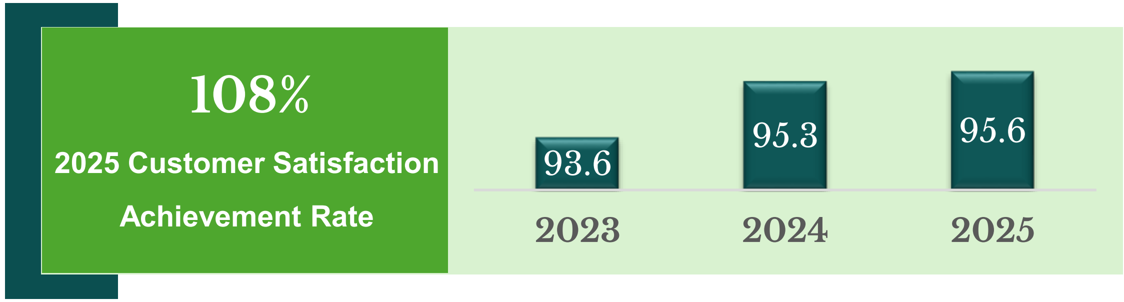
In addition, the brand's official website provides dedicated service inquiry mailboxes for customers to submit product- and service-related inquiries or complaints. Other subsidiaries engaged in OEM businesses have also established clear operating procedures for product delivery and post-delivery service processes to ensure delivery quality and enhance customer satisfaction.

Customer Satisfaction Survey

Getac and its subsidiaries uphold a “customer-oriented” quality management philosophy. Through systematic customer satisfaction surveys and feedback management processes, the Company continuously collects and analyzes customer opinions regarding products and services. By objectively evaluating gaps between Company performance and customer expectations through data analysis, the results serve as an important basis for continuous improvement of the quality management system.

The Company conducts customer satisfaction surveys at least once annually. The sales department leads the process by inviting customers to complete questionnaires covering product quality, product introduction processes, sales services, and technical support. The Global Customer Service Department is responsible for consolidating and analyzing survey results, and collaborates with relevant departments including R&D, product planning, sales, marketing, engineering services, customer service, and manufacturing to conduct root cause analysis and improvement tracking for items that fail to meet standards, ensuring timely responses and corrective actions. In addition, at the mass production stage, operating sites focus on internal process management through COPQ data monitoring, while strengthening customer trust through advanced QBR evaluations to build comprehensive quality competitiveness.

The Company also continues to monitor market trends and competitive dynamics through irregular customer visits, feedback collection, and communication activities. Relevant findings serve as important references for setting customer satisfaction targets and planning quality and service improvement initiatives for the following year. In 2025, all subsidiaries of Getac achieved a 100% response rate target for annual customer satisfaction surveys, with an actual response rate of 100%. Overall customer satisfaction also exceeded the established target score of 88 points, reaching 95.6 points, demonstrating the Company’s commitment to continuously improving service quality and deepening customer trust.



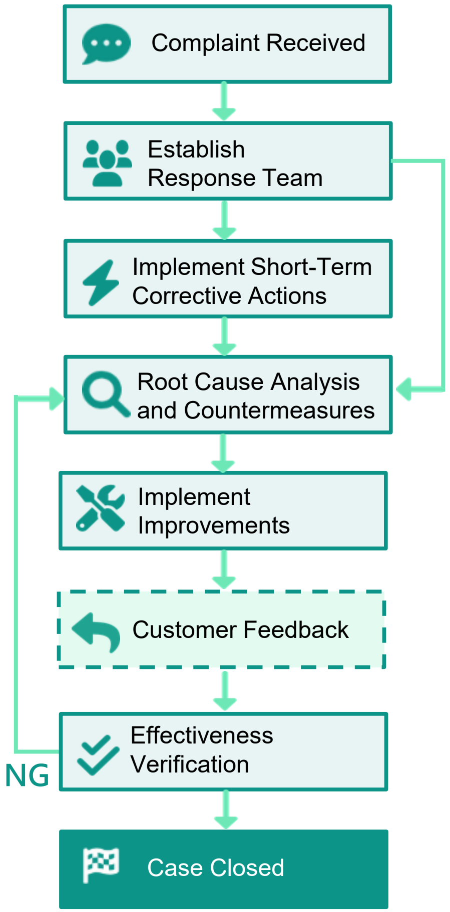
The Company also conducts cross-analysis of customer satisfaction survey results with actual customer complaint data and service performance indicators, which serve as an important basis for establishing quality and service improvement objectives for the following year, ensuring that improvement measures effectively address actual customer needs. In addition to annual customer satisfaction surveys, the Company implements differentiated customer relationship management practices based on different customer groups and product characteristics. For key customers and long-term business partners, the Company maintains regular communication meetings, dedicated service contacts, and project review mechanisms to promptly identify changing customer needs and improvement suggestions. For OEM customers, the Company places emphasis on delivery quality, technical response efficiency, and project management transparency to strengthen partnerships and build mutual trust.

Customer Inquiry and Complaint Channels

Getac places great importance on handling customer feedback and complaint cases. Upholding the principle of “timely response and effective improvement,” the Company ensures that every customer issue is properly addressed and continuously monitored. To effectively manage customer feedback and complaints, the Company has established corrective and preventive mechanisms for customer complaints and nonconformities in accordance with the ISO 9001 Quality Management System and has implemented the Customer Complaint Management Procedure as the governing guideline. Sales or OE personnel serve as the primary contact points for receiving customer complaints. Upon receipt of customer feedback, each subsidiary coordinates the relevant departments to investigate and address the issue. Certain complaint cases adopt the 8D problem-solving process based on case characteristics and customer needs, jointly formulating corrective action recommendations. The overall response timeline may vary slightly among subsidiaries based on their operational characteristics. In principle, customers are provided with updates on case progress or short-term containment actions within 12 hours to 1 business day. Root cause analyses and corrective action plans are generally completed within 3 to 7 days. For complex cases, project-related issues, or complaints involving overseas customers, the processing period may be extended as appropriate based on actual circumstances or customer requirements, with continuous follow-up maintained until the case is formally closed.

To ensure customer opinions are fully expressed and fairly handled, the Company provides diversified and convenient complaint and feedback channels, allowing customers to select appropriate communication methods according to their needs. All cases are recorded, categorized, and tracked in accordance with established procedures to ensure consistency and traceability throughout the handling process. For recurring or systemic complaint cases, the Company further reviews the

Customer Complaint Handling Procedure



Customer Inquiry and Complaint Channels
The "Contact Us" section on the official websites of Getac Holdings and its subsidiaries provides sales, service, and technical consultation support channels.

effectiveness of existing corrective measures and, when necessary, initiates cross-functional improvement projects to address root causes from the perspectives of systems, processes, or product design, thereby reducing the risk of similar issues recurring.

In 2025, Getac received a total of 76 customer complaint cases, primarily related to product quality and delivery issues. As of the end of the reporting period, all cases had been resolved and successfully closed, resulting in a 100% closure rate, demonstrating the effectiveness of the Company's customer complaint handling mechanism.

Customer Complaint Cases

Item	2023	2024	2025
Number of Customer Complaints	58	67	76
Number of Closed Cases	58	67	76
Number of Open Cases	0	0	0
Case Closure Rate	100%	100%	100%

The majority of complaint cases were related to product quality issues, including process abnormalities, appearance defects, dimensional and structural defects, functional abnormalities, incoming material issues, and labeling inconsistencies. Based on the nature of each issue, the Company adopted corresponding corrective measures, including root cause analysis, optimization of production processes and operating procedures, enhancement of employee training, and corrective adjustments for dimensional and structural issues to ensure products met customer specifications and continuously improved quality performance. Other cases were addressed through appropriate corrective or remedial measures according to actual circumstances, while maintaining timely communication with customers to minimize impacts. Certain cases were also confirmed to result from abnormal customer usage, and the Company promptly communicated and clarified these situations with customers.

Corrective Measures for Customer Complaint Cases

Complaint Type	Corrective Measures
Quality Errors and Improvements	Conduct reviews of quality-related issues, adjust relevant operating procedures, and strengthen employee training to continuously improve product quality.
Appearance Defects	Review manufacturing processes and operating methods, and reduce the occurrence of appearance defects through employee training and relevant improvement measures.
Dimensional and Structural Issues	Review dimensional or structural issues and, where necessary, adjust operating procedures and strengthen employee training to ensure products meet customer requirements.
Others	Adjust relevant operating procedures according to actual circumstances, communicate and explain with customers, and adopt appropriate corrective or remedial measures to minimize customer impact.

7.2 Supply Chain Management

The Company is committed to establishing stable and mutually trusted partnerships with suppliers to jointly promote shared development and growth. We firmly believe that through years of industry experience and collaboration, long-term and stable cooperative relationships can be established with suppliers to ensure the stable supply of key components. To achieve this goal, the Company has implemented a series of measures, including actively promoting technical exchanges and collaborative R&D initiatives with suppliers to become an industry pioneer and leader. During new product launches or product version changes, the Company works with suppliers in advance on joint development and testing to ensure products possess sufficient adaptability and responsiveness. At the same time, the Company actively collaborates with suppliers to create low-carbon product opportunities and leverage supply chain capabilities to reduce carbon emissions. Together, we research and promote sustainable production methods and material selections to reduce the carbon footprint generated during product manufacturing processes. Through technological innovation and resource sharing, the Company is committed to building a more environmentally friendly supply chain to address challenges arising from climate change while providing customers with higher-value products and solutions.

Supplier Structure

The Company's operational scope includes the design, manufacturing, and assembly of electronic products, as well as the production of plastic injection components and automotive metal die-casting parts. Major raw materials procured include electronic components, plastic pellets, metal sheets, and aluminum ingots. Procurement spending proportions by business category are as follows:

- Electronics Business Group (including rugged computing and battery module products): 45.25%
- Plastics Business Group: 45.00%
- Automotive Business Group: 9.75%

The Company's manufacturing bases are primarily located in Taiwan, China, and Vietnam. With the goal of establishing a sustainable supply chain, the Company has developed robust localized supply systems at major operating locations to improve supply efficiency, shorten lead times, and strengthen customer service capabilities. Based on procurement structure analysis, the Company mainly procures through direct suppliers and indirect suppliers (agents/trading companies). Direct suppliers represent the primary procurement source, accounting for 72% overall, including 47% from Tier-1 direct suppliers and 25% from Tier-2 direct suppliers, while indirect suppliers (agents/trading companies) account for 27%. Overall, the Company's procurement model primarily relies on direct sourcing from original manufacturers, supplemented by procurement through agents to balance supply stability and flexibility. This structure also indicates that supply chain risks are mainly concentrated on the manufacturing side of direct suppliers. Therefore, the Company prioritizes risk control and management enhancement for direct suppliers in sustainable supply chain management.

Procurement Transaction Amount by Supplier Type (%)		
Direct Suppliers	Tier-1	47%
	Tier-2	25%
Indirect Suppliers (Agents / Trading Companies)	Total	27%

Local Procurement Priority Policy

In terms of procurement strategy, the Company promotes a local procurement priority principle and encourages suppliers to adopt environmentally and socially responsible production practices. Although certain key components and raw materials still rely on imports, the Company continues to seek sustainable alternative sources to reduce environmental impacts. In 2025, procurement spending was distributed by country as follows: China accounted for 53%, Taiwan 23%, Vietnam 4%, the United States 3%, and other countries 16%.

The Company deploys procurement strategies according to industrial characteristics and supply conditions in different countries to ensure supply chain stability and resilience. In supply chain management, the Company has established a target requiring subsidiaries to maintain local procurement ratios above 50% in order to reduce transportation risks and costs while promoting local economic development and employment opportunities. In 2025, the Company had a total of 1,102 qualified suppliers, with a local procurement ratio reaching 67%, maintaining an overall stable level. Procurement structures vary by business group as follows:

Rugged Computing Business Group & Mechatronic & Energy Business Group	Major component suppliers are located in China and Taiwan, with a local procurement ratio of 56%.
Plastics Business Group	Manufacturing bases are located in China and Vietnam, where major raw materials (such as plastic pellets) are locally available, resulting in a local procurement ratio of 86%.
Automotive Business Group	Raw materials (such as aluminum ingots) for China operations are locally sourced, while Vietnam operations rely on imported aluminum ingots. The combined local procurement ratio is 32%.

Material Procurement and Critical Material Risk Management

In terms of critical material identification and management, the Company has established a Product Substance Information Inventory and Management Mechanism based on industry characteristics and product requirements. Suppliers are required to regularly provide product composition declarations, which are used to identify key metals, minerals, and rare earth elements contained in components as the basis for risk assessment and management. Based on risk assessments, the Company has identified cobalt and graphite (primarily used in lithium batteries), tantalum (used in motherboard capacitors), gallium and germanium (used in battery management and communication components), as well as certain rare earth elements such as neodymium and dysprosium (used in cooling fan motors and acoustic components), as high-risk materials due to high supply concentration and significant geopolitical exposure. These materials may face risks of supply disruptions or severe price fluctuations. In addition, indium (used in conductive display materials), tungsten (used in thermal modules), and magnesium (used in mechanical components) are considered medium-risk materials, mainly affected by market supply-demand dynamics and regional supply structures.

In supply chain risk management, the Company has established a comprehensive supplier classification and management mechanism in accordance with the *Supplier Management Procedure*. Combined with Bills of Materials (BOM) and material risk assessment results, the Company has implemented a Qualified Vendor List (QVL) system as the management basis for material procurement and alternative sourcing. For critical materials and high-risk items, the Company prioritizes establishing multiple qualified supplier sources and simultaneously introduces alternative material evaluation and qualification mechanisms during product design and validation stages to enhance supply flexibility and risk responsiveness. In addition, procurement units adopt diversified risk mitigation measures according to material criticality and supply risk levels, including establishing second-source suppliers, introducing substitute materials, advanced material preparation, and strategic inventory allocation to reduce the operational impacts caused by supply disruptions and price fluctuations. For materials experiencing market shortages or long lead-time conditions, the Company also combines market supply-demand trends and price dynamics to formulate strategic procurement and inventory recommendations, adjusting procurement timing and inventory levels as appropriate to strengthen supply stability and cost control capabilities for critical materials.

At the same time, under the supplier evaluation procedure, the Company has established a supplier performance management mechanism for major suppliers and conducts monthly online TQRDC (Technology, Quality, Responsiveness, Delivery, and Cost) evaluations while continuously tracking improvement progress. In addition, quarterly review meetings are held regarding price fluctuations to monitor market trends and strengthen responsiveness to cost volatility, thereby further enhancing overall supply chain resilience. Before onboarding new suppliers, the Company conducts due diligence reviews and sanction list screening in accordance with the *Supplier Management Procedure*. Through system-based screening, the Company confirms that suppliers are not included on relevant international sanction lists to ensure compliance and reduce potential legal and operational risks.

In operational and demand management, the Company integrates business forecasts with the Master Production Schedule (MPS) mechanism to strengthen linkage management between demand planning and procurement preparation, improving material planning accuracy and supply stability while reducing operational risks associated with material shortages or excess inventory. Through the above management measures, the Company continues to strengthen critical material management and supply chain resilience to ensure operational stability and enhance sustainable business capabilities.

Supplier Code of Conduct

In accordance with the Responsible Business Alliance (RBA) Code of Conduct, the Company has established the *Supplier Code of Conduct*, requiring suppliers to jointly comply with the standards and commit to fulfilling corporate social responsibility, protecting fundamental human rights, promoting environmental sustainability, and complying with applicable laws, regulations, and the Company's supply chain management requirements. To ensure effective implementation, the Company has incorporated the *Supplier Code of Conduct* into its supplier management system and requires suppliers and their upstream suppliers to jointly comply with relevant requirements. Suppliers are required to commit to the following:

- Complying with integrity and anti-corruption commitments
- Implementing environmental protection and pollution prevention measures
- Respecting labor rights and basic working conditions
- Prohibiting the use of conflict minerals and establishing mineral source traceability mechanisms
- Cooperating with the Company's supply chain surveys and related audit activities

Based on the criticality and risk levels of products supplied, the Company classifies production raw material suppliers into Tier-1, Tier-2, and Tier-3 categories. Different levels of management intensity and audit frequency are applied according to supplier classifications, including risk assessments, document reviews, and on-site audits, thereby implementing effective supply chain management and continuous improvement through a graded management system. During the supplier onboarding stage, the Company establishes preliminary environmental and social screening mechanisms by incorporating sustainability management requirements into supplier selection criteria. After onboarding, annual audit plans are developed to conduct regular reviews and performance evaluations of existing suppliers to ensure compliance with the Company's sustainability management policies and related requirements.

In terms of policy requirements, the Company requires all Tier-1 and Tier-2 suppliers to sign relevant sustainability commitment documents, including environmental and social responsibility commitment letters, the Responsible Business Alliance (RBA) Code of Conduct, Anti-corruption Undertaking , and declarations regarding the prohibition of conflict minerals and environmentally hazardous substances, to ensure suppliers comply with fundamental principles related to ethical business conduct, human rights protection, environmental protection, and regulatory compliance.

In addition to commitment documents, the Company further strengthens supplier management through systematic review and audit mechanisms. The Supplier Quality Assurance (SQA) unit conducts supplier qualification reviews in accordance with the *Supplier Management Procedure* and requires suppliers to complete ESG/RBA self-assessment questionnaires to systematically evaluate their management performance in environmental, social, and governance (ESG) areas. The review process combines document reviews with necessary on-site audits to comprehensively evaluate supplier performance in quality management, hazardous substance control, and sustainability-related practices. Suppliers identified as having relatively higher risks based on self-assessment results are subject to further on-site verification to confirm that actual operations comply with the Company's management standards, serving as a basis for supplier onboarding decisions and subsequent improvement management.

In addition, to strengthen supply chain management, the Company requires raw material suppliers to sign the *Long-Term Purchase Agreement* and fulfill relevant sustainability and compliance requirements in accordance with contractual obligations, including providing mineral source information and chain-of-custody process details to improve supply chain transparency. If suppliers fail to comply with relevant requirements, the Company may require corrective actions within a specified timeframe in accordance with contractual provisions. Suppliers that fail to complete corrective actions or commit significant violations may have all or part of their business relationships terminated (including transactions or purchase orders), ensuring that supply chain operations comply with sustainability and regulatory requirements.

New Supplier Selection Standards and Audit Results

The Company has established an initial environmental and social screening mechanism for newly onboarded suppliers, incorporating sustainability management requirements into supplier evaluation criteria during the supplier selection stage. In 2025, the Company added a total of 50 new suppliers, including 43 direct suppliers and 7 indirect suppliers. Overall, 78% of the new suppliers signed the RBA Code of Conduct commitment letter. Among direct suppliers, approximately 93% completed qualification screening and related review procedures under environmental and social standards.

Sustainability Clauses in Getac's Long-Term Purchase Agreement

1. Ensure the prohibition of environmentally hazardous substances and comply with environmental control regulations and legal requirements.
2. Prohibit the use of conflict minerals and provide notifications and supporting evidence regarding mineral sources and chain-of-custody processes when requested.
3. Prohibit the use of child labor.
4. Prohibit forced labor.
5. Respect freedom of association and collective bargaining rights.
6. Prohibit discrimination and ensure equal pay for equal work.
7. Protect intellectual property rights and ensure no infringement of others' trademarks, copyrights, patents, or trade secrets.
8. Prohibit bribery, kickbacks, improper gifts, entertainment, or other inappropriate benefits.
9. Safeguard employee occupational health and safety.
10. Ensure pollutant emissions and waste treatment comply with environmental regulations.

Annual Audit Results

Each year, the Company's quality assurance unit develops an annual audit plan based on the list of active suppliers and dispatches personnel to conduct on-site audits. Audit scope includes quality systems, restricted hazardous substances, environmental protection, and occupational health and safety indicators. Subsidiaries that have implemented the RBA system are also required to complete additional procedures. Suppliers must complete the RBA SAQ (Self-Assessment Questionnaire), and key suppliers are selected for on-site audits based on risk levels. Audit reports are issued with improvement recommendations and implementation timelines. Improvement results serve as the basis for determining whether follow-up audits are required, and suppliers that repeatedly fail to improve may have their supplier qualifications revoked.

In 2025, the Company had a total of 146 Tier-1 direct suppliers, of which 140 completed document reviews, representing a 96% document review completion rate. In addition, 103 suppliers completed on-site audits, representing an approximately 71% on-site audit completion rate. Audit items covered quality systems, restricted hazardous substances, environmental protection, and occupational health and safety indicators. No major violations related to labor rights, integrity, management systems, or environmental protection were identified among audited suppliers, and no supplier relationships were terminated due to child labor or forced labor violations.

As part of follow-up improvement management, for suppliers identified during the audit process as requiring improvement, the Company assisted a total of 51 suppliers in implementing corrective actions, of which 44 suppliers completed improvements, resulting in an overall improvement completion rate of 86%. This demonstrates that most suppliers were able to cooperate with and implement required corrective measures. The Company also continues to strengthen supplier improvement implementation through ongoing tracking and guidance mechanisms to progressively enhance overall supply chain management standards.

2025 Tier-1 Direct Supplier Audit Results

Item	Tier-1 Direct Supplier		
	Critical	General	Total
Total Number of Tier-1 Direct Suppliers	94	52	146
Target Number of Tier-1 Direct Suppliers for Document Audit	90	52	142
Number of Tier 1 Direct Suppliers Completing Document Audit	88	52	140
Document Audit Completion Rate of Tier-1 Direct Suppliers (%)	94%	100%	96%
Target Number of Tier-1 Direct Suppliers for On-site Audit	68	35	103
Number of Tier-1 Direct Suppliers Completing On-site Audit	68	35	103
On-site Audit Completion Rate of Tier-1 Direct Suppliers (%)	72%	67%	71%
Number of High-Risk Suppliers Tier-1 Direct Identified Through Audit	0	0	0
Number of Tier-1 Direct Suppliers Requiring Corrective Actions	31	20	51
Number of Tier-1 Direct Suppliers Completing Corrective Actions	26	18	44
Corrective Action Completion Rate of Tier-1 Direct Suppliers(%)	84%	90%	86%
Number of Tier-1 Direct Suppliers with Business Relationship Terminated	0	0	0

- Tier-1 Direct Suppliers: Manufacturers that conduct direct transactions with the Company.
- Indirect Suppliers: Suppliers providing products through agents or trading companies.
- Critical Suppliers: Suppliers identified based on procurement amount, criticality, and risk impact assessment.
- High-Risk Suppliers: Suppliers with major non-conformities or potential significant risks in ESG aspects.
- On-site Audit Completion Rate of Tier 1 Direct Suppliers (%) = Number of first-tier suppliers that completed desk assessments ÷ Total number of first-tier suppliers × 100%
- Corrective Action Completion Rate of Tier 1 Direct Suppliers(%) = Number of first-tier suppliers that completed on-site assessments ÷ Total number of first-tier suppliers × 100%

RBA VAP Effectiveness Audit Verification

RBA VAP/CMA audits are internationally recognized verification mechanisms used to evaluate corporate sustainability management capabilities in labor practices, human rights, environmental management, and business ethics. Getac Holdings continues to implement the RBA management system across operating sites and obtain relevant audit certifications, while further extending these requirements throughout the supply chain to progressively monitor the RBA VAP verification status of Tier-1 suppliers and strengthen the overall sustainability management maturity of the supply chain.

As of 2025, five subsidiaries under Getac Holdings had implemented the RBA management system and successfully passed RBA CMA or RBA VAP audits, all achieving audit scores above 160 points with no Priority Findings identified. All identified deficiencies had completed corrective actions. Other subsidiaries have also planned subsequent implementation and certification activities to continuously improve the Group’s overall sustainability management standards.

In supply chain management, the Company conducted surveys regarding the RBA audit status of Tier-1 suppliers. In 2025, among Tier-1 suppliers, 28 suppliers completed RBA VAP audits and 16 suppliers completed RBA CMA audits. Among the 28 suppliers completing VAP audits, 26 suppliers achieved scores above 160 points and received Platinum, Gold, or Silver ratings, with no Priority Findings identified, resulting in a 0% priority non-conformance rate.

Tier-1 Supplier RBA VAP/CMA Audit Status

Item	Critical	General	Total
RBA VAP Audits	20	8	28
RBA CMA Audits	12	4	16

RBA Recognition Program Levels	Score	Number of Suppliers	Number of Priority Findings
Platinum	200	1	0
Gold	196.5	1	0
	180-190	5	0
Silver	170-179	9	0

ESG Supplier Conference

To strengthen suppliers' sustainability management capabilities and stakeholder engagement effectiveness, the Company held an ESG Supplier Conference this year under the theme "Building a Resilient Supply Chain for a Sustainable Future". The conference focused on topics including responsible procurement, sustainable supply chain management, information security, EPEAT standards and global regulatory updates, responsible minerals, and material management. Through management presentations, sharing sessions by internal and external experts, practical case studies, and interactive Q&A discussions, the Company assisted suppliers in understanding international sustainability standards, product compliance requirements, and responsible procurement trends, thereby enhancing their ESG risk identification and management capabilities.

The Company continues to position the supplier conference as an important channel for supplier capability development and engagement. Through regular communication and educational initiatives, the Company encourages suppliers to incorporate sustainability requirements into daily operations and supply chain management processes, while jointly reducing operational and compliance risks and strengthening long-term sustainable partnerships.

Getac Group Supplier Management

Commitment Letter and Contract Signing

- Letter of Undertaking for Responsible Business Alliance Code of Conduct
- Letter of Undertaking for Non-use of Prohibited/Restricted Substances
- Letter of Undertaking for Non-use of Conflict Minerals
- Suppliers of protective coatings, inks, adhesives, and cleaning agents in China are required to sign a "VOC Compliance Declaration."
- Anti-corruption Undertaking (transactions exceeding NT$80,000 require signing)
- Master Purchase Agreement (including sustainability clauses)

Risk Identification

- Supplier Monthly Rating System

Due Diligence

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

Subsidiaries GTC, ATC, and GTK jointly held a supplier conference.

Subsidiary ATC participated in the "Reduce • Share • Love the Earth Alliance" initiative launched by GIGABYTE Technology.

Prohibition of Conflict Minerals

The Company and its subsidiaries uphold corporate social responsibility and are committed to working with suppliers to promote human rights protection and environmental sustainability. The Company supports and complies with the Responsible Minerals Initiative (RMI) and is committed to avoiding the use of conflict minerals sourced from Conflict-Affected and High-Risk Areas (CAHRAs).

The Company explicitly prohibits the procurement of minerals extracted through armed conflict, illegal exploitation, forced labor, or human rights violations. This policy covers gold (Au), tantalum (Ta), tungsten (W), tin (Sn), cobalt (Co), and their derivative products. Conflict-affected and high-risk areas refer to regions experiencing armed conflict, widespread violence, or other conditions posing significant risks to local populations. In addition, the Company requires all suppliers to:

1. Comply with the Company's conflict minerals policy
2. Communicate relevant requirements to their upstream suppliers
3. Establish traceable supply chain management mechanisms
4. Ensure their supply chains do not directly or indirectly finance armed groups or involve any form of human rights violations or illegal mining activities

Management Mechanism and Due Diligence

In accordance with the OECD *Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas*, the Company has established a responsible minerals management system and conducts supply chain information collection, risk identification, and management through systematic procedures.

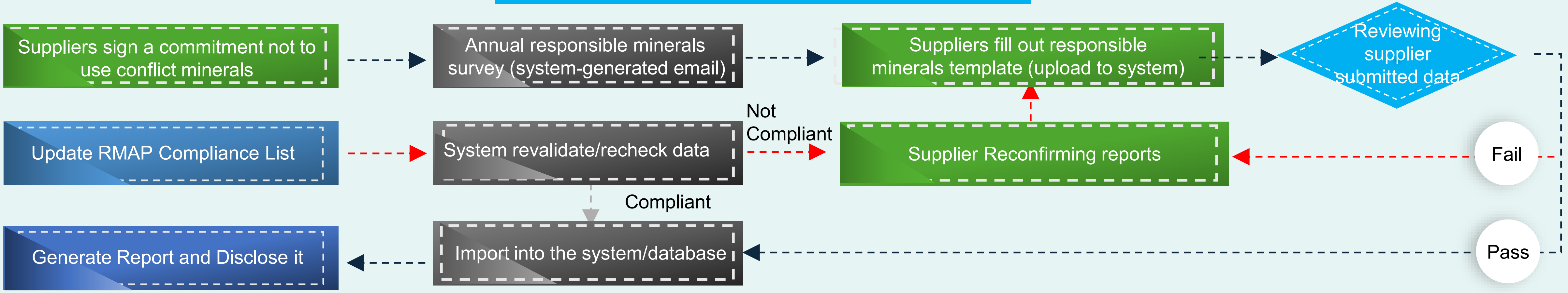
In practice, the Company adopts standardized survey tools provided by the RMI to conduct supply chain due diligence, including:

- Conflict Minerals Reporting Template (CMRT)
- Extended Minerals Reporting Template (EMRT)

For minerals used in products, including gold (Au), tantalum (Ta), tungsten (W), tin (Sn), and cobalt (Co), the Company requires suppliers to disclose mineral sources and conducts identification and compliance verification of smelters/refiners to ensure mineral sourcing complies with international responsible minerals standards. Relevant smelter lists and compliance results have been disclosed on the Company's official sustainability website to enhance information transparency.

In 2025, the Company continued promoting responsible minerals investigations across major suppliers in all business groups, covering a total of 825 suppliers. The CMRT response rate reached 94.7%, with a 3TGs compliance rate of 97.7%; the EMRT response rate reached 94.3%, with a cobalt compliance rate of 92.4%.

Conflict Minerals Due Diligence Management Process



2025 Supply Chain Conflict Minerals Investigation Results

Item	CMRT			EMRT		
Business Group / Company	CMRT Response Rate	Number of Smelters / Refiners	3TGs Compliance Rate	EMRT Response Rate	Number of Smelters / Refiners	Cobalt Compliance Rate
GTC	94.5%	227	96.5%	93.6%	72	88.9%
ATC	99.0%	214	98.1%	98.0%	57	93.0%
Plastics BG	93.0%	78	100%	93.0%	29	100%
Automotive BG	94.4%	0	100%	94.4%	0	100%
Total	94.7%	519	97.7%	94.3%	158	92.4%

【Notes】
- Plastics Business Group consists of MPT Kunshan, MPT Suzhou, MPT Vietnam, and Greemas.
- Automotive Business Group consists of Getac Changshu and Kunshan branch, and Getac Vietnam.

Supply Chain Management Targets and Indicators

Item	2025 Target	Achievement Status	2025 Performance	2026 Target
Local Procurement Ratio	Above 65%	✓	67%	68%
Percentage of New Suppliers Passing Environmental and Social Standard Screening	90%	✓	93%	94%
Percentage of Tier-1 Suppliers Completing ESG Document Reviews	95%	✓	96%	97%
Percentage of Tier-1 Suppliers Completing ESG On-site Audits	70%	✓	71%	72%
Completion Rate of Corrective Actions Assisted Through ESG Audits for Tier-1 Suppliers	100%	✓	No high-risk suppliers required corrective actions.	100%
Commitment Rate for Conflict-Free Minerals	Above 80%	✓	86%	Above 90%
CMRT Response Rate	Above 90%	✓	95%	Above 95%
EMRT Response Rate	Above 90%	✓	94%	Above 95%
3TG Procurement from Conformant Smelters	Above 90%	✓	98%	Above 98% 100% Improvement Completion Rate for High-Risk Suppliers

8. Appendix

8.1 Environmental Data of Subsidiaries

GRI 301 Material｜Recycled Material Percentage of Total Weight in 2025

Company	Weight of Recycled Metal	Recycled Metal Content Ratio by Weight	Weight of Recycled Plastic	Recycled Plastic Content Ratio by Weight	Weight of Recycled Material	Recycled Material Content Ratio by Weight
GTH (Stand alone)	*NA	*NA	*NA	*NA	*NA	*NA
GTC	15	19%	60	29%	76	26%
ATC	*NA	*NA	*NA	*NA	*NA	*NA
GTK	*NA	*NA	2	4%	2	4%
MPTK	*NA	*NA	701	13%	701	13%
MPTZ	421	30%	150	16%	572	24%
MPTV	21	1%	86	3%	107	2%
GVL	11,984	95%	*NA	*NA	11,984	95%
GCS	3,088	66%	*NA	*NA	3,088	66%
GKS	247	100%	*NA	*NA	247	100%
MPTG	*NA	*NA	1,965	65%	1,965	65%
Total	15,777	72%	2,965	23%	18,742	54%

- Unit of Recycled Material: Metric Ton
- Definition of recycled materials: Includes recycled plastics and recycled metals
- Actual recycled material weight = Total material weight × Recycled material content ratio (%)
- Recycled material usage ratio (%) = Actual recycled material weight ÷ Total material usage weight × 100%
- Both recycled materials and total materials are calculated based on actual consumption, including beginning inventory from the previous year and deducting ending inventory for the current year.

GRI 302 Energy Performance｜Energy Consumption and Intensity in 2025

Company	Energy Use							Energy Consumption					Energy Use Efficiency				
	Diesel	Natural Gas	LPG	Gasoline	Purchased Conventional Electricity	Purchased Renewable Electricity	Purchased Steam	Non-renewable Fuel	Purchased Conventional Electricity	Purchased Renewable Electricity	Purchased Steam	Total Energy Consumption	Non-renewable Fuel	Purchased Conventional Electricity	外購再生電力	Purchased Steam	Total Energy Consumption
	(kg)	(m3)	(Kg)	(Kg)	(KWh)	(KWh)	(mt)	(GJ)					(GJ/ per million USD)				
GTH (Stand alone)	0	0	0	2,673	308,098	0	0	115.330	1,109.152	0.000	0.000	1224.481	0.648	6.227	0.000	0.000	6.875
GTC	0	0	0	2,363	1,665,320	574,000	0	101.970	5,995.150	2066.400	0.000	8,163.521	0.211	12.379	4.267	0.000	10.311
ATC	0	0	0	1,771	1,192,667	0	0	76.434	4,293.603	0.000	0.000	4370.037	0.606	34.058	0.000	0.000	34.664
GTK	0	0	0	0	6,714,589	0	231	0.000	24,172.522	0.000	647.932	24,820.454	0.000	93.273	0.000	2.500	95.773
MPTK	19,029	159,645	0	11,873	45,365,133	300,000	40,322	7375.414	163314.480	1080.000	112860.466	284630.361	27.446	607.745	4.019	419.990	1,059.200
MPTZ	15,772	27,253	0	5,403	22,216,022	0	11,095	1,939.514	79,977.679	0.000	31,055.841	112,973.034	22.075	910.276	0.000	353.466	1,285.817
MPTV	159,433	0	291,579	33,183	30,702,953	0	0	22,029.847	110,530.631	0.000	0.000	132,560.477	264.806	1,328.617	0.000	0.000	1,593.423
GVL	16,657	0	1,728,400	0	28,922,900	0	0	81,951.060	104,122.440	0.000	0.000	186,073.500	1,257.371	1,597.546	0.000	0.000	2,854.917
GCS	19,552	1,737,980	0	15,911	11,762,870	0	0	69,193.804	42,346.332	0.000	0.000	111,540.136	1,290.323	789.673	0.000	0.000	2,079.996
GKS	2,394	352,255	0	0	5,381,217	0	0	13,453.135	19,372.381	0.000	0.000	32,825.516	2,479.608	3,570.611	0.000	0.000	6,050.219
MPTG	229	715	0	164	1,093,281	0	45	43.964	3,935.813	0.000	126.151	4,105.928	4.276	382.822	0.000	12.270	399.368
HTW	0	0	0	0	880,548	0	0	0.000	3169.972	0.000	0.000	3169.972	0.000	24.376	0.000	0.000	24.376
Total	233,067	2,277,849	2,019,979	73,341	155,325,051	874,000	51,694	196,280.471	559,170.183	3,146.400	144,690.391	903,287.445	154.875	441.212	2.483	114.168	712.737

- Energy Intensity = Energy Consumption (GJ) / Revenue (Million USD)

GRI 303 Water Resource Management | Water Withdrawal, Discharge, Consumption, and Reuse Performance Analysis in 2025

Company	Water Withdrawal (megalitres)			Water Discharge (megalitres)			Water Consumption (megalitres)			Water Intensity	Water Reuse Rate in Production Processes	
	Domestic Water Use	Process Water Use	Total	Domestic Water Use	Process Water Use	Total	Domestic Water Use	Process Water Use	Total	Water Use Intensity per Million USD	Volume of Recycled Process Water (megalitres)	Process Water Recycling Rate(%)
GTH (Stand alone)	0.6612	0.0000	0.6612	0.5290	0.0000	0.5290	0.1322	0.0000	0.1322	0.0037	0.0000	0.00%
GTC	12.4895	0.0000	12.4895	9.9916	0.0000	9.9916	2.4979	0.0000	2.4979	0.0258	0.0000	0.00%
ATC	5.2190	0.0000	5.2190	4.1752	0.0000	4.1752	1.0438	0.0000	1.0438	0.0414	0.0000	0.00%
GTK	42.1614	0.0000	42.1614	33.7291	0.0000	33.7291	8.4323	0.0000	8.4323	0.1621	483.5589	91.98%
MPTK	120.3951	62.5375	182.9326	96.3161	50.0300	146.3461	24.0790	12.5075	36.5865	0.6808	4,844.7360	96.36%
MPTZ	22.6918	88.7760	111.4678	18.1534	71.0208	89.1742	4.5384	17.7552	22.2936	1.2687	3,179.0400	96.61%
MPTV	75.5990	85.9120	161.5110	60.4790	68.7300	129.2090	15.1200	17.1820	32.3020	1.9414	3,769.0000	95.89%
GVL	25.5350	101.1590	126.6940	20.4280	80.9280	101.3560	5.1070	20.2310	25.3380	1.9439	1,773.1580	93.33%
GCS	5.0240	38.6670	43.6910	4.0190	32.4270	36.4460	1.0050	6.2400	7.2450	0.8147	1,612.8000	97.36%
GKS	4.8949	19.5796	24.4745	3.9159	15.6637	19.5796	0.9790	3.9159	4.8949	4.5110	804.0000	97.05%
MPTG	1.1721	1.4341	2.6062	0.9422	1.1473	2.0895	0.2299	0.2868	0.5167	0.2535	0.0000	0.00%
HTW	4.3432	0.0000	4.3432	3.4746	0.0000	3.4746	0.8686	0.0000	0.8686	0.0172	0.0000	0.00%
Total	315.8431	398.0653	713.9083	252.6786	319.9468	572.6254	63.1645	78.1185	141.2830	0.5633	16,466.2929	95.51%

GRI 305 Emission and Emission Intensity | Greenhouse Gas Emissions and Emission Intensity in 2025

Company	Scope 1		Scope 2		Scope 3		Scope 1+2		Scope 1+2+3	
	Emissions	Emissions Intensity	Emissions	Emissions Intensity	Emissions	Emissions Intensity	Emissions	Emissions Intensity	Emissions	Emissions Intensity
GTH (Stand alone)	8.768	0.049	146.038	0.820	4.411	0.025	154.806	0.869	159.218	0.894
GTC	112.070	0.231	1,214.231	2.507	35,305.252	72.899	1,326.301	2.739	36,631.553	75.638
ATC	21.417	0.170	565.324	4.484	924.299	7.332	586.742	4.654	1,511.041	11.986
GTK	119.890	0.463	3,631.345	14.012	254,883.244	983.505	3,751.235	14.475	258,634.479	997.980
MPTK	2,112.253	7.860	36,030.292	134.080	47,539.918	176.911	38,142.545	141.941	85,682.462	318.852
MPTZ	606.200	6.900	15,074.910	171.577	16,683.529	189.886	15,681.110	178.477	32,364.639	368.362
MPTV	1,887.745	22.691	20,253.161	243.450	12,452.765	149.687	22,140.907	266.141	34,593.671	415.828
GVL	5,295.500	81.249	19,065.976	292.528	181,386.297	2,783.001	24,361.475	373.777	205,747.773	3,156.778
GCS	3,925.422	73.201	6,241.379	116.389	89,847.843	1,675.479	10,166.800	189.590	100,014.643	1,865.069
GKS	1,916.459	353.231	2,855.274	526.268	6,011.065	1,107.927	4,771.733	879.500	10,782.798	1,987.426
MPTG	2.810	0.273	568.750	55.320	7,106.977	691.269	571.560	55.593	7,678.537	746.862
Total	16,008.534	12.631	105,646.680	83.360	652,145.600	514.574	121,655.214	95.992	773,800.813	610.566

- Unit of emissions：metric tons CO_2e
- Unit of emissions intensity： metric tons CO_2e per million USD
- Emissions intensity = emissions (metric tons CO_2e) / Revenue (USD million)

GRI 305 Emission and Emission Intensity ｜ Greenhouse Gas Emissions in 2025(in accordance with the GHG Protocol)

Item	GTH	GTC	ATC	GTK	MPTK	MPTZ	MPTV	GVL	GCS	GKS	MPTG	Total
Total for Scope 1	8.768	112.070	21.417	119.890	2,112.253	606.200	1,887.745	5,295.500	3,925.422	1,916.459	2.810	16,008.534
Total for Scope 2	146.038	1,214.231	565.324	3,631.345	36,030.292	15,074.910	20,253.161	19,065.976	6,241.379	2,855.274	568.750	105,646.680
Total for Scope 3	4.411	35,305.252	924.299	254,883.244	47,539.918	16,683.529	12,452.765	181,386.297	89,847.843	6,011.065	7,106.977	652,145.600
C1: Purchased Goods and Services	0.000	29,753.921	767.498	246,230.802	38,974.831	12,449.083	12,151.508	181,351.886	87,411.232	5,405.368	6,855.168	621,351.298
C2: Capital Goods	0.000	0.000	0.000	14.097	392.915	139.561	0.000	0.000	51.940	8.550	1.411	608.474
C3: Fuel- and Energy-Related Activities	0.000	114.090	0.000	347.103	3,479.916	1,424.306	0.000	0.000	730.815	294.544	53.655	6,444.429
C4: Upstream Transportation and Distribution	0.000	449.469	5.998	26.832	417.154	90.684	0.000	0.000	354.770	18.532	100.769	1,464.206
C5: Waste Generated in Operations	4.411	67.288	22.495	69.348	1,100.481	377.636	0.000	0.000	911.435	83.637	62.631	2,699.363
C6: Business Travel	0.000	0.000	0.000	94.228	84.516	21.097	0.000	0.000	21.067	0.790	1.269	222.967
C7: Employee Commuting	0.000	0.000	0.000	53.298	111.712	45.573	301.257	34.411	79.978	1.158	3.814	631.201
C8: Upstream Leased Assets	0.000	0.000	0.000	10.689	2,398.916	0.000	0.000	0.000	286.605	198.486	28.260	2,922.956
C9: Downstream Transportation and Distribution	0.000	3,167.656	128.308	4.984	0.000	0.000	0.000	0.000	0.000	0.000	0.000	3,300.947
C10: Processing of Sold Products	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000
C11: Use of Sold Products	0.000	1,747.145	0.000	7,928.743	0.000	0.000	0.000	0.000	0.000	0.000	0.000	9,675.888
C12: End-of-Life Treatment of Sold Products	0.000	5.683	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	5.683
C13: Downstream Leased Assets	0.000	0.000	0.000	103.119	7.919	2,135.589	0.000	0.000	0.000	0.000	0.000	2,246.627
C14: Franchises	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000
C15: Investments	0.000	0.000	0.000	0.000	571.560	0.000	0.000	0.000	0.000	0.000	0.000	571.560

- Unit of emissions：metric tons CO_2e

GRI 306 Waste | Waste Generated and Disposal in 2025

Company	Non-hazardous Industrial Waste					Hazardous Industrial Waste					Total Waste				
	Waste directed to disposal	% of Total Waste	Waste diverted from disposal	% of Total Waste	Total Weight	Waste directed to disposal	% of Total Waste	Waste diverted from disposal	% of Total Waste	Total Weight	Waste directed to disposa	% of Total Waste	Waste diverted from disposal	% of Total Waste	Total Weight
GTH (Stand alone)	11.9645	100.00%	0.0000	0.00%	11.9645	0.0000	0.00%	0.0000	0.00%	0.0000	11.9645	100.00%	0.0000	0.00%	11.9645
GTC	183.8368	93.35%	13.1000	6.65%	196.9368	0.0000	0.00%	0.0000	0.00%	0.0000	183.8368	93.35%	13.1000	6.65%	196.9368
ATC	49.4369	55.35%	39.8790	44.65%	89.3159	0.0000	0.00%	0.0000	0.00%	0.0000	49.4369	55.35%	39.8790	44.65%	89.3159
GTK	48.4354	17.87%	183.4300	67.69%	231.8654	7.1005	2.62%	32.0220	11.82%	39.1225	55.5359	20.49%	215.4520	79.51%	270.9879
MPTK	164.3772	13.04%	858.1849	68.10%	1,022.5621	187.1610	14.85%	50.5340	4.01%	237.6950	351.5382	27.89%	908.7189	72.11%	1,260.2571
MPTZ	15.1775	7.49%	117.9829	58.20%	133.1604	56.5600	27.90%	13.0010	6.41%	69.5610	71.7375	35.39%	130.9839	64.61%	202.7214
MPTV	329.3700	9.35%	2,904.4430	82.45%	3,233.8130	0.0000	0.00%	288.8990	8.20%	288.8990	329.3700	9.35%	3,193.3420	90.65%	3,522.7120
GVL	42.6700	6.76%	418.3070	66.32%	460.9770	0.0000	0.00%	169.7700	26.92%	169.7700	42.6700	6.76%	588.0770	93.24%	630.7470
GCS	54.0000	11.05%	99.1425	20.29%	153.1425	55.8632	11.43%	279.6235	57.23%	335.4867	109.8632	22.48%	378.7660	77.52%	488.6292
GKS	0.3130	0.23%	40.5280	30.12%	40.8410	7.0600	5.25%	86.6570	64.40%	93.7170	7.3730	5.48%	127.1850	94.52%	134.5580
MPTG	0.3493	1.45%	1.0911	4.54%	1.4404	7.8930	32.88%	14.6740	61.12%	22.5670	8.2423	34.33%	15.7651	65.67%	24.0074
HTW	50.5186	79.41%	13.1000	20.59%	63.6186	0.0000	0.00%	0.0000	0.00%	0.0000	50.5186	79.41%	13.1000	20.59%	63.6186
Total	899.9306	13.17%	4,676.0884	68.44%	5,576.0190	321.6377	4.71%	935.1805	13.69%	1,256.8182	1,221.5683	17.88%	5,611.2689	82.12%	6,832.8372

- Waste Unit: Metric Tons

8.2 Social and Governance Data of Subsidiaries

GRI 202 Market Presence | Number and Proportion of Local Managers in 2025

Company	Nationality	Number of Local National Managers		Total Number of Managers	Proportion of Local National Managers	
		Total Managers	Senior Managers		Total Managers	Senior Managers
GTH (Stand alone)	Taiwan	14	3	14	100.0%	100.0%
GTC	Taiwan	109	14	109	100.0%	100.0%
ATC	Taiwan	47	4	47	100.0%	100.0%
GTK	China	37	0	47	78.7%	0.0%
MPTK	China	40	1	57	70.2%	12.5%
MPTZ	China	33	0	37	89.2%	0.0%
MPTV	Vietnam	1	0	28	3.6%	*NA
GVL	Vietnam	1	0	20	5.0%	0.0%
GCS	China	15	0	16	93.8%	*NA
GKS	China	0	0	0	*NA	*NA
MPTG	China	0	0	1	0.0%	*NA
HTW	Taiwan	7	1	7	100.0%	100.0%
Total	China/Taiwan/Vietnam	297	22	376	79.0%	61.1%

- Management positions refer to assistant manager level and above. Senior management refers to senior directors, vice presidents, and general managers.

GRI 205 Anti-Corruption｜The Anti-Corruption Training Status in 2025

Company	Direct Employee			Indirect Employee			Management Level			Total		
	Number Trained	Total Number	Training Rate (%)	Number Trained	Total Number	Training Rate (%)	Number Trained	Total Number	Training Rate (%)	Number Trained	Total Number	Training Rate (%)
GTH (Stand alone)	0	0	*NA	28	28	100.00%	11	14	78.57%	39	42	92.86%
GTC	59	60	98.33%	367	390	94.10%	95	109	87.16%	521	559	93.20%
ATC	0	16	0.00%	131	152	86.18%	41	47	87.23%	172	215	80.00%
GTK	552	552	100.00%	228	229	99.56%	39	47	82.98%	819	828	98.91%
MPTK	1705	1794	95.04%	728	927	78.53%	46	57	80.70%	2479	2778	89.24%
MPTZ	721	725	99.45%	489	498	98.19%	33	37	89.19%	1243	1260	98.65%
MPTV	981	1067	91.94%	317	550	57.64%	10	28	35.71%	1308	1645	79.51%
GVL	337	386	87.31%	171	194	88.14%	19	20	95.00%	527	600	87.83%
GCS	393	393	100.00%	195	195	100.00%	16	16	100.00%	604	604	100.00%
GKS	9	9	100.00%	17	17	100.00%	0	0	*NA	26	26	100.00%
MPTG	12	12	100.00%	16	16	100.00%	1	1	100.00%	29	29	100.00%
HTW	59	60	98.33%	19	24	79.17%	7	7	100.00%	85	91	93.41%
Total	4769	5014	95.11%	2687	3196	84.07%	311	376	82.71%	7767	8586	90.46%

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

GRI 405 Diversity and Equal Opportunity | Employee Composition by Gender, Age Group, Employment Type, and Diverse Groups in 2025

Company	Total Employees	Male	Female	Under 30	Age 31-50	Above 51	Direct Employee	Indirect Employee-non-management	Technical employees	Management level	Employees with Disabilities	Reemployment of Retired Employees
GTH (Stand alone)	42	16	26	4	21	17	0	28	12	14	0	1
GTC	559	364	195	49	412	98	60	390	277	109	3	0
ATC	215	151	64	30	150	35	16	152	129	47	2	1
GTK	828	409	419	265	546	17	552	229	42	47	8	4
MPTK	2,778	1,732	1,046	862	1,825	91	1,794	927	605	57	4	16
MPTZ	1,260	758	502	360	844	56	725	498	272	37	0	11
MPTV	1,645	789	856	714	899	32	1,067	550	108	28	0	0
GVL	600	390	210	252	342	6	386	194	19	20	0	0
GCS	604	370	234	184	374	46	393	195	98	16	3	8
GKS	26	17	9	4	22	0	9	17	0	0	0	0
MPTG	29	20	9	6	22	1	12	16	9	1	0	0
HTW	91	61	30	16	67	8	60	24	13	7	0	0
Total	8,586	5,016	3,570	2,730	5,457	399	5,014	3,196	1,571	376	20	41
Proportion (%)	100.00%	58.42%	41.58%	31.80%	63.56%	4.65%	58.40%	37.22%	18.30%	4.38%	0.23%	0.48%

- The number of employees is based on the year-end headcount as of December 31 of the reporting year.
- Management positions refer to assistant manager level and above.
- Technical employees are defined with reference to U.S. Bureau of Labor Statistics occupational categories 15-0000 (Computer and Mathematical Occupations) and 17-0000 (Architecture and Engineering Occupations).

GRI 405Diversity and Equal Opportunity｜Percentage of Female Employees and Managers in 2025

Company	Total Female Employees		Total Employees	Total Female Managers				Total Managers
	Total Employees	STEM Positions		Total Managers	First-line Managers	Senior Managers	Sales Managers	
GTH (Stand alone)	26	4	42	8	6	2	0	14
GTC	195	48	559	33	30	3	4	109
ATC	64	12	215	8	8	0	1	47
GTK	419	11	828	14	14	0	1	47
MPTK	1,046	125	2,778	11	11	0	3	57
MPTZ	502	37	1,260	11	11	0	1	37
MPTV	856	16	1,645	1	1	0	0	28
GVL	210	6	600	2	2	0	0	20
GCS	234	26	604	7	7	0	2	16
GKS	9	0	26	0	0	0	0	0
MPTG	9	2	29	1	1	0	1	1
HTW	30	1	91	1	1	0	0	7
Total	3,570	287	8,586	96	91	5	13	376
Proportion (%)	41.58%	8.04%	100.00%	25.53%	24.20%	1.33%	3.46%	100.00%

- STEM employees refer to employees engaged in Science, Technology, Engineering, and Mathematics-related functions.
- Management positions refer to assistant manager level and above.
- Senior management refers to senior directors, vice presidents, and general managers.

GRI 401 Employment｜Average Monthly New Hire Rate in 2025

Company	Total Employees		Gender	By Age						By Job Category					
				Under 30		Age 31-50		Above 51		Direct Employee		Indirect Employee- non-management		Management level	
	Average Monthly New Hires	Average Monthly New Hire Rate(%)		Average Monthly New Hires	Average Monthly New Hire Rate(%)	Average Monthly New Hires	Average Monthly New Hire Rate(%)	Average Monthly New Hires	Average Monthly New Hire Rate(%)	Average Monthly New Hires	Average Monthly New Hire Rate(%)	Average Monthly New Hires	Average Monthly New Hire Rate(%)	Average Monthly New Hires	Average Monthly New Hire Rate(%)
GTH (Stand alone)	0.75	1.83%	Male	0.00	0.00%	0.08	1.04%	0.08	1.28%	0.00	*NA	0.08	0.83%	0.08	1.52%
			Female	0.33	12.38%	0.25	1.83%	0.00	0.00%	0.00	*NA	0.58	3.41%	0.00	0.00%
GTC	6.42	1.22%	Male	0.92	1.44%	2.33	0.45%	0.17	0.15%	0.75	0.88%	2.50	0.51%	0.17	0.12%
			Female	0.83	2.55%	2.00	0.77%	0.17	0.27%	0.50	0.83%	2.42	0.95%	0.08	0.13%
ATC	5.67	2.68%	Male	1.50	9.54%	2.25	2.15%	0.08	0.36%	0.83	6.48%	2.92	3.10%	0.08	0.23%
			Female	0.92	10.23%	0.92	1.82%	0.00	0.00%	0.00	*NA	1.83	3.07%	0.00	0.00%
GTK	41.08	5.03%	Male	13.83	9.13%	7.58	3.16%	0.00	0.00%	20.58	7.89%	0.83	0.74%	0.00	0.00%
			Female	10.92	10.41%	8.75	2.87%	0.00	0.00%	18.00	6.45%	1.67	1.39%	0.00	0.00%
MPTK	330.67	10.34%	Male	98.75	15.68%	90.17	7.04%	0.17	0.20%	181.00	13.92%	8.08	1.25%	0.00	0.00%
			Female	71.33	18.53%	70.25	8.70%	0.00	0.00%	139.33	15.16%	2.25	0.82%	0.00	0.00%
MPTZ	98.42	8.57%	Male	29.50	14.82%	27.92	6.22%	0.33	0.69%	52.25	14.86%	5.42	1.71%	0.08	0.32%
			Female	16.50	15.82%	24.17	6.93%	0.00	0.00%	38.83	12.77%	1.83	1.24%	0.00	0.00%
MPTV	175.67	10.13%	Male	63.42	17.69%	35.42	7.49%	0.08	0.54%	89.58	18.72%	8.92	2.63%	0.42	1.63%
			Female	48.58	12.57%	28.00	5.79%	0.17	1.08%	72.33	10.34%	4.42	2.33%	0.00	0.00%
GVL	152.50	25.96%	Male	67.50	48.42%	50.67	21.20%	0.17	5.56%	115.42	97.47%	2.58	1.07%	0.33	2.05%
			Female	20.08	25.01%	13.92	11.12%	0.17	8.33%	31.92	55.32%	2.25	1.55%	0.00	0.00%
GCS	58.17	10.46%	Male	15.58	12.70%	17.83	10.06%	1.75	5.54%	33.33	16.09%	1.75	1.48%	0.08	0.98%
			Female	9.50	12.21%	13.00	9.38%	0.50	7.82%	20.83	14.88%	2.08	2.74%	0.08	1.28%
GKS	0.00	0.00%	Male	0.00	0.00%	0.00	0.00%	0.00	*NA	0.00	0.00%	0.00	0.00%	0.00	*NA
			Female	0.00	0.00%	0.00	0.00%	0.00	*NA	0.00	0.00%	0.00	0.00%	0.00	*NA
MPTG	0.25	0.82%	Male	0.17	3.48%	0.08	0.53%	0.00	*NA	0.17	1.23%	0.08	1.33%	0.00	*NA
			Female	0.00	*NA	0.00	0.00%	0.00	0.00%	0.00	*NA	0.00	0.00%	0.00	0.00%
HTW	0.00	0.00%	Male	0.00	0.00%	0.00	0.00%	0.00	0.00%	0.00	0.00%	0.00	0.00%	0.00	0.00%
			Female	0.00	0.00%	0.00	0.00%	0.00	0.00%	0.00	0.00%	0.00	0.00%	0.00	0.00%

Average Monthly Headcount = Total monthly headcount from January to December ÷ 12 ; Monthly Hiring Rate = Monthly New Hires ÷ Average headcount for the month × 100% ; Average Monthly Hiring Rate = Total monthly hiring rates from January to December ÷ 12 × 100%

GRI 401 Employment｜Average Monthly Turnover Rate in 2025

Compnay	Total Employees		Gender	By Age						By Job Category					
				Under 30		Age 31-50		Above 51		Direct Employee		Indirect Employee- non-management		Management level	
	Number of Departures	Turnover Rate (%)		Number of Departures	Turnover Rate (%)	Number of Departures	Turnover Rate (%)	Number of Departures	Turnover Rate (%)	Number of Departures	Turnover Rate (%)	Number of Departures	Turnover Rate (%)	Number of Departures	Turnover Rate (%)
GTH (Stand alone)	0.50	1.23%	Male	0.00	0.00%	0.17	2.02%	0.00	0.00%	0.00	*NA	0.17	1.63%	0.00	0.00%
			Female	0.17	6.67%	0.17	1.21%	0.00	0.00%	0.00	*NA	0.33	1.98%	0.00	0.00%
GTC	6.90	1.59%	Male	0.75	1.25%	3.18	1.40%	0.17	0.14%	1.20	2.01%	2.57	1.88%	0.33	0.24%
			Female	0.58	1.71%	2.05	2.90%	0.17	0.27%	0.98	2.38%	1.57	8.32%	0.25	0.38%
ATC	4.75	2.25%	Male	1.00	6.37%	1.67	1.59%	0.25	1.02%	0.33	2.58%	2.58	2.73%	0.00	0.00%
			Female	0.58	6.48%	1.17	2.35%	0.08	1.04%	0.00	*NA	1.83	3.07%	0.00	0.00%
GTK	36.58	4.47%	Male	12.58	8.28%	7.00	2.92%	0.00	0.00%	18.50	7.07%	1.08	0.97%	0.00	0.00%
			Female	9.00	8.52%	8.00	2.62%	0.00	0.00%	15.58	5.57%	1.42	1.18%	0.00	0.00%
MPTK	314.25	9.77%	Male	92.50	14.54%	92.42	7.23%	0.33	0.39%	177.17	13.60%	8.08	1.25%	0.00	0.00%
			Female	64.42	16.20%	64.50	7.90%	0.08	0.76%	127.17	13.55%	1.83	0.67%	0.00	0.00%
MPTZ	98.83	9.69%	Male	30.33	16.69%	30.17	7.55%	0.42	0.85%	55.42	17.27%	5.42	1.66%	0.08	0.34%
			Female	15.50	15.84%	22.42	7.55%	0.00	0.00%	36.75	13.51%	1.17	0.90%	0.00	0.00%
MPTV	80.67	4.65%	Male	27.17	7.55%	17.33	3.67%	0.08	0.57%	38.00	7.96%	6.33	1.87%	0.25	0.94%
			Female	21.17	5.45%	14.75	3.03%	0.17	1.03%	33.92	4.84%	2.17	1.15%	0.00	0.00%
GVL	27.08	4.63%	Male	9.83	7.17%	9.92	4.16%	0.08	2.38%	17.58	14.82%	1.92	0.79%	0.33	2.05%
			Female	3.58	4.51%	3.67	2.92%	0.00	0.00%	6.50	11.09%	0.75	0.51%	0.00	0.00%
GCS	46.75	8.43%	Male	12.67	10.44%	14.33	8.05%	1.83	5.76%	27.00	13.15%	1.83	1.56%	0.00	0.00%
			Female	7.67	9.91%	10.00	7.19%	0.25	4.22%	16.25	11.61%	1.67	2.27%	0.00	0.00%
GKS	0.42	1.10%	Male	0.08	2.22%	0.17	0.85%	0.00	*NA	0.17	1.23%	0.08	0.72%	0.00	*NA
			Female	0.17	4.78%	0.00	0.00%	0.00	*NA	0.08	0.74%	0.08	1.23%	0.00	*NA
MPTG	0.92	3.05%	Male	0.33	7.10%	0.58	3.65%	0.00	*NA	0.83	6.03%	0.08	1.19%	0.00	*NA
			Female	0.00	*NA	0.00	0.00%	0.00	0.00%	0.00	*NA	0.00	0.00%	0.00	0.00%
HTW	1.40	2.12%	Male	0.00	0.00%	0.60	1.80%	0.00	0.00%	0.20	0.58%	0.40	2.88%	0.00	0.00%
			Female	0.00	0.00%	0.80	4.87%	0.00	0.00%	0.40	2.24%	0.40	15.71%	0.00	0.00%

GRI 401 Employment | Average Monthly Voluntary and Involuntary Turnover Rates in 2025

Company	Gender	By Age						By Job Category					
		Under 30		Age 31-50		Above 51		Direct Employee		Indirect Employee- non-management		Management level	
		Voluntary turnover rate(%)	Involuntary turnover rate(%)	Voluntary turnover rate(%)	Involuntary turnover rate(%)	Voluntary turnover rate(%)	Involuntary turnover rate(%)	Voluntary turnover rate(%)	Involuntary turnover rate(%)	Voluntary turnover rate(%)	Involuntary turnover rate(%)	Voluntary turnover rate(%)	Involuntary turnover rate(%)
GTH (Stand alone)	Male	0.00%	0.00%	1.04%	0.98%	0.00%	0.00%	*NA	*NA	0.83%	0.79%	0.00%	0.00%
	Female	6.67%	0.00%	0.62%	0.60%	0.00%	0.00%	*NA	*NA	1.46%	0.52%	0.00%	0.00%
GTC	Male	0.98%	0.26%	1.34%	0.07%	0.14%	0.00%	0.87%	1.14%	1.88%	0.00%	0.24%	0.00%
	Female	1.22%	0.49%	2.48%	0.43%	0.27%	0.00%	1.58%	0.80%	8.32%	0.00%	0.38%	0.00%
ATC	Male	5.42%	0.95%	1.19%	0.40%	1.02%	0.00%	0.72%	1.86%	2.47%	0.26%	0.00%	0.00%
	Female	6.48%	0.00%	2.35%	0.00%	1.04%	0.00%	*NA	*NA	3.07%	0.00%	0.00%	0.00%
GTK	Male	8.28%	0.00%	2.92%	0.00%	0.00%	0.00%	7.07%	0.00%	0.97%	0.00%	0.00%	0.00%
	Female	8.52%	0.00%	2.62%	0.00%	0.00%	0.00%	5.57%	0.00%	1.18%	0.00%	0.00%	0.00%
MPTK	Male	14.54%	0.00%	7.23%	0.00%	0.39%	0.00%	13.60%	0.00%	1.25%	0.00%	0.00%	0.00%
	Female	16.20%	0.00%	7.90%	0.00%	0.76%	0.00%	13.55%	0.00%	0.67%	0.00%	0.00%	0.00%
MPTZ	Male	16.69%	0.00%	7.55%	0.00%	0.85%	0.00%	17.27%	0.00%	1.66%	0.00%	0.34%	0.00%
	Female	15.84%	0.00%	7.55%	0.00%	0.00%	0.00%	13.51%	0.00%	0.90%	0.00%	0.00%	0.00%
MPTV	Male	7.55%	0.00%	3.67%	0.00%	0.57%	0.00%	7.96%	0.00%	1.87%	0.00%	0.94%	0.00%
	Female	5.45%	0.00%	3.03%	0.00%	1.03%	0.00%	4.84%	0.00%	1.15%	0.00%	0.00%	0.00%
GVL	Male	7.17%	0.00%	4.16%	0.00%	2.38%	0.00%	14.82%	0.00%	0.79%	0.00%	2.05%	0.00%
	Female	4.51%	0.00%	2.85%	0.07%	0.00%	0.00%	11.09%	0.00%	0.51%	0.00%	0.00%	0.00%
GCS	Male	10.44%	0.00%	8.05%	0.00%	5.76%	0.00%	13.15%	0.00%	1.56%	0.00%	0.00%	0.00%
	Female	9.91%	0.00%	7.19%	0.00%	4.22%	0.00%	11.61%	0.00%	2.27%	0.00%	0.00%	0.00%
GKS	Male	2.22%	0.00%	0.85%	0.00%	*NA	*NA	1.23%	0.00%	0.72%	0.00%	*NA	*NA
	Female	4.78%	0.00%	0.00%	0.00%	*NA	*NA	0.74%	0.00%	1.23%	0.00%	*NA	*NA
MPTG	Male	7.10%	0.00%	3.65%	0.00%	*NA	*NA	6.03%	0.00%	1.19%	0.00%	*NA	*NA
	Female	*NA	*NA	0.00%	0.00%	0.00%	0.00%	*NA	*NA	0.00%	0.00%	0.00%	0.00%
HTW	Male	0.00%	0.00%	1.80%	0.00%	0.00%	0.00%	0.58%	0.00%	2.88%	0.00%	0.00%	0.00%
	Female	0.00%	0.00%	4.02%	0.85%	0.00%	0.00%	1.48%	0.75%	15.71%	0.00%	0.00%	0.00%

Monthly average number of employees = Total number of employees from January to December ÷ 12; Monthly turnover rate = Number of employees who left during the month ÷ { (Number of employees on the 1st day of the month + Number of employees at the end of the month) ÷ 2 } × 100%; Average monthly turnover rate = Total monthly turnover rate from January to December ÷ 12 × 100%.

GRI 401 Employment | Parental Leave in 2025

Company	Gender	Eligible Employees for Parental Leave in the year	Employees Applying for Parental Leave in the year	Employees Expected to Return	Employees Returned to Work	Return-to-work Rate (%)	Employees Returning to Work from Previous-Year Parental Leave	Employees Retained Over 12 Months After Return	Retention Rate (%)
GTH (Stand alone)	Male	0	0	0	0	*NA	0	0	*NA
	Female	1	0	0	0	*NA	0	0	*NA
	Total	1	0	0	0	*NA	0	0	*NA
GTC	Male	26	0	1	1	100.0%	1	0	*NA
	Female	9	2	2	2	100.0%	1	1	100.0%
	Total	35	2	3	3	100.0%	2	1	50.0%
ATC	Male	6	0	0	0	*NA	0	0	*NA
	Female	2	0	0	0	*NA	0	0	*NA
	Total	8	0	0	0	*NA	0	0	*NA
GTK	Male	9	9	9	8	88.9%	6	6	100.0%
	Female	11	11	11	11	100.0%	6	6	100.0%
	Total	20	20	20	19	95.0%	12	12	100.0%
MPTK	Male	22	22	22	22	100.0%	11	10	90.9%
	Female	17	17	17	17	100.0%	13	10	76.9%
	Total	39	39	39	39	100.0%	24	20	83.3%
MPTZ	Male	3	3	3	3	100.0%	8	4	50.0%
	Female	8	8	8	8	100.0%	4	4	100.0%
	Total	11	11	11	11	100.0%	12	8	66.7%
MPTV	Male	17	17	17	17	100.0%	45	32	71.1%
	Female	38	38	38	38	100.0%	36	8	22.2%
	Total	55	55	55	55	100.0%	81	40	49.4%

GRI 401 Employment｜Parental Leave in 2025

Company	Gender	Eligible Employees for Parental Leave in the year	Employees Applying for Parental Leave in the year	Employees Expected to Return	Employees Returned to Work	Return-to-work Rate (%)	Employees Returning to Work from Previous-Year Parental Leave	Employees Retained Over 12 Months After Return	Retention Rate (%)
GVL	Male	15	15	15	15	100.0%	19	17	89.5%
	Female	13	13	13	13	100.0%	9	4	44.4%
	Total	28	28	28	28	100.0%	28	21	75.0%
GCS	Male	13	13	3	3	100.0%	1	1	100.0%
	Female	7	7	2	2	100.0%	1	1	100.0%
	Total	20	20	5	5	100.0%	2	2	100.0%
GKS	Male	2	2	2	2	100.0%	0	0	*NA
	Female	1	1	1	1	100.0%	0	0	*NA
	Total	3	3	3	3	100.0%	0	0	*NA
MPTG	Male	0	0	0	0	*NA	0	0	*NA
	Female	0	0	0	0	*NA	0	0	*NA
	Total	0	0	0	0	*NA	0	0	*NA
HTW	Male	3	0	0	0	*NA	0	0	*NA
	Female	1	0	0	0	*NA	0	0	*NA
	Total	4	0	0	0	*NA	0	0	*NA
Total	Male	113	81	72	71	98.6%	91	70	76.9%
	Female	107	97	92	92	100.0%	70	34	48.6%
	Total	220	178	164	163	99.4%	161	104	64.6%

GRI 404 Training and Education | Employee Training Hours in 2025

Company	Total Employees		Male		Female		Direct Employee		Indirect Employee- non-management		Management level	
	Total Training Hours	Average Training Hours per Employee	Total Training Hours	Average Training Hours per Employee	Total Training Hours	Average Training Hours per Employee	Total Training Hours	Average Training Hours per Employee	Total Training Hours	Average Training Hours per Employee	Total Training Hours	Average Training Hours per Employee
GTH (Stand alone)	955.50	22.75	397.50	24.84	558.00	21.46	0.00	*NA	592.50	21.16	363.00	25.93
GTC	15,082.26	26.98	9,631.96	26.46	5,450.30	27.95	750.00	12.50	11,633.75	29.83	2,698.51	24.76
ATC	4,478.50	20.83	3,299.50	21.85	1,179.00	18.42	50.00	3.13	3,316.50	21.82	1,112.00	23.66
GTK	49,692.00	60.01	24,976.00	61.07	24,716.00	58.99	33,760.00	61.16	13,703.75	59.84	2,228.25	47.41
MPTK	229,240.00	82.52	143,318.00	82.75	85,922.00	82.14	144,598.50	80.60	81,098.50	87.48	3,543.00	62.16
MPTZ	96,194.00	76.34	57,466.00	75.81	38,728.00	77.15	52,665.50	72.64	41,102.00	82.53	2,426.50	65.58
MPTV	141,225.50	85.85	67,780.50	85.91	73,445.00	85.80	89,698.75	84.07	48,697.50	88.54	2,829.25	101.04
GVL	40,798.5	68.00	24,530.50	62.90	16,267.75	77.47	23,801.50	61.66	15,509.50	79.95	1,487.25	74.36
GCS	33,348.00	55.21	20,404.00	55.15	12,944.00	55.32	21,734.00	55.30	10,687.00	54.81	927.00	57.94
GKS	1,486.00	57.15	978.00	57.53	508.00	56.44	538.00	59.78	948.00	55.76	0.00	*NA
MPTG	986.00	34.00	504.00	25.20	482.00	53.56	207.00	17.25	719.00	44.94	60.00	60.00
HTW	1,776.00	19.52	1,271.50	20.84	504.50	16.82	750.00	12.50	900.00	37.50	126.00	18.00
Total	613,486.01	71.45	353,285.96	70.43	260,200.05	72.89	367,803.25	73.36	228,008.0	71.34	17,674.76	47.01

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

GRI 404 Training and Education | Employee Performance Review Coverage in 2025

Company	Total Employees	By Gender						By Job Category					
		Male	Female	Total	Male Percentage (%)	Female Percentage (%)	Total Percentage (%)	Direct Employee	Indirect Employee- non-management	Management Level	Direct Employee Percentage (%)	Indirect Employee- non-management Percentage(%)	Management Level Percentage (%)
GTH (Stand alone)	42	16	25	41	100.00%	96.15%	97.62%	0	27	14	*NA	96.43%	100.00%
GTC	559	359	194	553	98.63%	99.49%	98.93%	59	385	109	98.33%	98.72%	100.00%
ATC	215	99	60	159	65.56%	93.75%	73.95%	10	118	31	62.50%	77.63%	65.96%
GTK	828	402	413	815	98.29%	98.57%	98.43%	546	193	76	98.91%	96.50%	100.00%
MPTK	2,778	1,708	1,034	2,742	98.61%	98.85%	98.70%	1,778	907	57	99.11%	97.84%	100.00%
MPTZ	1,260	655	454	1,109	86.41%	90.44%	88.02%	651	428	30	89.79%	91.45%	44.78%
MPTV	1,645	777	847	1,624	98.48%	98.95%	98.72%	1,058	538	28	99.16%	97.82%	100.00%
GVL	600	350	195	545	89.74%	92.86%	90.83%	339	187	19	87.82%	96.39%	95.00%
GCS	604	317	211	528	85.68%	90.17%	87.42%	331	182	15	84.22%	93.33%	93.75%
GKS	26	17	9	26	100.00%	100.00%	100.00%	9	17	0	100.00%	100.00%	*NA
MPTG	29	17	8	25	85.00%	88.89%	86.21%	10	13	2	83.33%	92.86%	66.67%
HTW	91	56	29	85	91.80%	96.67%	93.41%	59	19	7	98.33%	79.17%	100.00%
Total	8,586	4,717	3,450	8,167	94.04%	96.64%	95.12%	4,791	2,995	381	95.55%	95.53%	87.19%

GRI 407 Freedom of Association, GRI 408 Child Labor, and GRI 409 Forced or Compulsory Labor | Human Rights Performance in 2025

Company	Number of Child Labor Incidents	Number of Freedom of Association Violations	Number of Forced Labor Incidents	Number of Closed Cases	Closure Rate (%)
GTH (Stand alone)	0	0	0	0	*NA
GTC	0	0	0	0	*NA
ATC	0	0	0	0	*NA
GTK	0	0	0	0	*NA
MPTK	0	0	0	0	*NA
MPTZ	0	0	0	0	*NA
MPTV	0	0	0	0	*NA
GVL	0	0	0	0	*NA
GCS	0	0	0	0	*NA
GKS	0	0	0	0	*NA
MPTG	0	0	0	0	*NA
HTW	0	0	0	0	*NA
Total	0	0	0	0	*NA

GRI 2-26 Mechanisms for Seeking Advice and Raising Concerns | Employee Consultation and Grievance Statistics in 2025

Employee Consultation and Grievance Channels

Taiwan

GTH	Employee Relations Email Speakout_GTH@getac.com.tw Sexual Harassment Complaints Email Wecare_GTH@getac.com.tw
GTC	Employee Relations Email speakout_getac@getac.com.tw Sexual Harassment Complaints Email wecare_gtc@getac.com.tw
ATC	Employee Relations Email Speakout_ATC@atemitech.com Sexual Harassment Complaints Email Wecare_ATC@atemitech.com
HTW	Employee Relations Email speakout_HTW@huntwell.com.tw Sexual Harassment Complaints Email Wecare_HTW@huntwell.com.tw

China

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

Vietnam

MPTV	Employee Relations Email Speakout_vnhr@mpt-solution.com.vn Physical Employee Suggestion Box
GVL	Employee Relations Email Speakout_GVL@getacauto.com.vn Physical Mailbox for the President

Company	Number of Consultation / Grievance Cases	Number of Closed Cases	Number of Unresolved Cases	Closure Rate (%)
GTH (Stand alone)	0	0	0	*NA
GTC	4	4	0	100.0%
ATC	0	0	0	*NA
GTK	20	20	0	100.0%
MPTK	32	32	0	100.0%
MPTZ	28	28	0	100.0%
MPTV	12	12	0	100.0%
GVL	10	10	0	100.0%
GCS	26	26	0	100.0%
GKS	2	2	0	100.0%
MPTG	2	2	0	100.0%
HTW	3	3	0	100.0%
Total	136	136	0	100.0%

GRI 2-30 Collective Bargaining Agreements | Percentage of Employees Covered by Collective Bargaining Agreements

Company	Number of Employees Covered by Collective Bargaining Agreements	Total Employees	Coverage Rate (%)
GTH (Stand alone)	0	42	*NA
GTC	0	559	*NA
ATC	0	215	*NA
GTK	828	828	100.0%
MPTK	2,778	2,778	100.0%
MPTZ	1,260	1,260	100.0%
MPTV	1,569	1,645	95.4%
GVL	565	600	94.2%
GCS	604	604	100.0%
GKS	26	26	100.0%
MPTG	29	29	100.0%
HTW	0	91	*NA
Total	7,659	8,586	89.2%

- GTH, GTC, ATC, HTW do not have a labor union; however, labor-management meetings are established and convened regularly on a quarterly basis.

GRI 416 Product Health and Safety | Non-compliance Incidents Related to Product and Service Health and Safety in 2025

Company	Non-compliance Incidents Resulting in Fines	Non-compliance Incidents Resulting in Warnings	Incidents of Non-compliance with Voluntary Codes	Number of Closed Cases	Closure Rate (%)
GTH	0	0	0	0	*NA
GTC	0	0	0	0	*NA
ATC	0	0	0	0	*NA
GTK	0	0	0	0	*NA
MPTK	0	0	0	0	*NA
MPTZ	0	0	0	0	*NA
MPTV	0	0	0	0	*NA
GVL	0	0	0	0	*NA
GCS	0	0	0	0	*NA
GKS	0	0	0	0	*NA
MPTG	0	0	0	0	*NA
Total	0	0	0	0	*NA

GRI 403-9 Occupational Health and Safety | Occupational Injury Statistics in 2025

Category	Company	Total Working Hours	Number of Work-related Fatalities	Number of Recordable Work-related Injuries	Recordable Work-related Injury Rate	Number of Serious Work-related Injuries	Serious Work-related Injury Rate	Number of Occupational Disease Fatalities	Number of Occupational Disease Cases	Number of Near-miss Incidents	Near-miss Incident Rate
Employee	GTH	72,919	0	0	0	0	0	0	0	0	0
	GTC	959,207	0	1	0.209	0	0	0	0	0	0
	ATC	359,719	0	3	1.668	0	0	0	0	0	0
	GTK	2,422,152	0	0	0	0	0	0	0	0	0
	MPTK	6,160,680	0	0	0	0	0	0	0	2	0.065
	MPTZ	2,427,521	0	3	0.247	0	0	0	0	1	0.082
	MPTV	3,856,823	0	0	0	0	0	0	0	0	0
	GVL	1,223,576	0	0	0	0	0	0	0	0	0
	GCS	1,041,938	0	5	0.960	0	0	0	0	0	0
	GKS	56,464	0	0	0	0	0	0	0	0	0
	MPTG	60,209	0	0	0	0	0	0	0	0	0
	HTW	152,721	0	0	0	0	0	0	0	0	0
	Total	18,641,208	0	12	0.129	0	0	0	0	3	0.032
Non-employee Workforce	ATC	7,128	0	0	0	0	0	0	0	0	0
	HTW	77,856	0	0	0	0	0	0	0	0	0

- Disabling injury incidents exclude commuting traffic accidents occurring during travel to and from work.
- The major categories of occupational injuries included one slip-and-fall incident, one incident involving improper operation of an aerial work platform, and ten incidents related to equipment operation.
- Occupational fatality rate = (Number of occupational fatalities / Total working hours) × 200,000
- Serious occupational injury rate = (Number of serious occupational injuries / Total working hours) × 200,000
- Recordable Incident Rate (IR) = (Number of recordable occupational injuries / Total working hours) × 200,000
- The definition of serious injury is determined in accordance with local regulations at each operating site.
- Total working hours data sources: Taiwan data are compiled from monthly occupational injury reports; China and Vietnam data are exported from attendance tracking systems.

GRI 403 Occupational Health and Safety | Employee Lost-time Injuries, Total Lost Days, and Absenteeism in 2025

Category	Company	Number of Lost-time Injuries	Total Lost Days	Number of Absence Days	Total Working Days	Absenteeism Rate
Employee	GTH	0	0	64	9,115	0.70
	GTC	0	0	2,306	119,901	1.92
	ATC	0	0	398	44,965	0.89
	GTK	0	0	1,008	200,436	0.50
	MPTK	0	0	2,894	770,085	0.38
	MPTZ	0	0	1,407	303,440	0.46
	MPTV	0	0	2,029	482,103	0.42
	GVL	0	0	304	152,947	0.20
	GCS	0	0	591	130,242	0.45
	GKS	0	0	28	7,058	0.39
	MPTG	0	0	16	7,526	0.21
	HTW	0	0	642	19,090	3.36
	Total	0	0	11,045	2,227,818	0.50
Non-employee Workforce	ATC	0	0	20	651	3.10
	HTW	0	0	1,024	9,732	10.52

- Total working days were calculated based on the total working days reported in the monthly occupational injury reports for Taiwan operations, while data for China and Vietnam were exported from the attendance management system.
- Lost-time injury cases represent incidents involving more than 1,000 employees.
- Total lost days were calculated by multiplying the total number of affected employees by the number of lost-time days for each incident.
- Absence days include sick leave, miscarriage leave, occupational injury leave, menstrual leave, and personal leave without stated reasons.

GRI 308 & GRI 414 Supplier Environmental and Social Impact Assessments | Tier-1 Direct Supplier Assessment Results in 2025

Company	Category	Tier-1 Direct Suppliers	Suppliers Completing Document Audit	Document Audit Completion Rate (%)	Suppliers for On-site Audit	On-site Audit Completion Rate (%)	High-Risk Suppliers Identified Through Audit	Requiring Corrective Actions	Completing Corrective Actions	Corrective Action Completion Rate (%)	Suppliers with Business Relationship Terminated
GTC	Critical	2	2	100%	2	100%	0	0	0	*NA	0
	General	9	9	100%	9	100%	0	0	0	*NA	0
ATC	Critical	7	6	86%	5	71%	0	7	2	29%	0
	General	6	6	100%	6	100%	0	6	4	67%	0
GTK	Critical	25	25	100%	25	100%	0	5	5	100%	0
	General	0	0	*NA	0	*NA	0	0	0	*NA	0
MPTK	Critical	19	19	100%	19	100%	0	11	11	100%	0
	General	6	6	100%	6	100%	0	6	6	100%	0
MPTZ	Critical	8	8	100%	8	100%	0	4	4	100%	0
	General	5	5	100%	5	100%	0	3	3	100%	0
MPTV	Critical	11	8	73%	8	73%	0	3	3	100%	0
	General	11	11	100%	9	82%	0	5	5	100%	0
GVL	Critical	7	7	100%	0	0%	0	1	1	100%	0
	General	5	5	100%	0	0%	0	0	0	*NA	0
GCS	Critical	12	10	83%	1	8%	0	0	0	*NA	0
	General	9	9	100%	0	0%	0	0	0	*NA	0
GKS	Critical	3	3	100%	0	0%	0	0	0	*NA	0
	General	1	1	100%	0	0%	0	0	0	*NA	0
Total	Critical	94	88	94%	68	72%	0	31	26	84%	0
	General	52	52	100%	35	67%	0	20	18	90%	0
	Total	146	140	96%	103	71%	0	51	44	86%	0

- Tier-1 Direct Suppliers: Manufacturers that conduct direct transactions with the Company.
- Indirect Suppliers: Suppliers providing products through agents or trading companies.
- Critical Suppliers: Suppliers identified based on procurement amount, criticality, and risk impact assessment.
- High-Risk Suppliers: Suppliers with major non-conformities or potential significant risks in ESG aspects.
- On-site Audit Completion Rate of Tier 1 Direct Suppliers (%) = Number of first-tier suppliers that completed desk assessments ÷ Total number of first-tier suppliers × 100%
- Corrective Action Completion Rate of Tier 1 Direct Suppliers(%) = Number of first-tier suppliers that completed on-site assessments ÷ Total number of first-tier suppliers × 100%

8.3 Assurance Statement of the Sustainability Report

【AA 1000 Verification Statement】

TÜVNORD

Assurance Statement

Getac Holdings Corporation Sustainability Report

TUV NORD Taiwan Co., Ltd. (hereinafter referred to as TUV NORD) was commissioned by Getac Holdings Corporation (hereinafter referred to as GETAC) to perform the 2025 Sustainability Report Verification (hereinafter referred to as Sustainability Report) in accordance with the AA1000 Assurance Standard Version 3 and the GRI Sustainability Reporting Standards (GRI Standards) and related assurance standards.

The Scope of Statement and Assurance Standards

1) The scope of assurance is consistent with the scope of disclosure in GETAC 2025 Sustainability Report, which covers the period from 1 January 2025 to 31 December 2025.
   Scope includes: Getac Holdings Corporation, Getac Technology Corporation, Atemitech Corporation, Getac Technology (Kunshan) Co. Ltd., MPT Solution (Kunshan) Co., LTD., MPT Solution (Suzhou) Co., LTD., MPT Solution (Vietnam) Co., Ltd., Getac Precision Technology (Changshu) Co., Ltd., Getac Precision Technology (Changshu) Co., Ltd. Kunshan Branch, Getac Precision Technology Vietnam Co., Ltd., Greemas Material (Kunshan) Ltd., Huntwell Technology Corporation
2) The verification of compliance with the AA1000 Principles of Accountability for GETAC bases on the AA1000 Assurance Standard, Third Edition, Application Type II that includes verification of the reliability of the information/data disclosed in the report.
3) Sustainability Accounting Standards Board (SASB) Electronic Manufacturing Services & Original Design Manufacturing & Hardware industry sustainability accounting metrics.
4) Taiwan Stock Exchange Corporation Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies, Sustainability Disclosure Indicators － Computer and Peripheral Equipment Industry.
5) TCFD Climate Related Financial Disclosure Recommendation.

Intended Users

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

Assurance Type and Level

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

Page 1 of 4

TÜVNORD

Opinion Statement

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

We assure that GETAC complies with the SASB electronic Manufacturing Services & Original Design Manufacturing & Hardware industry sustainability accounting standards to disclose relevant metrics

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

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

Methodology

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

Our verification includes the following activities:

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

Conclusion

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

Inclusivity

GETAC identifies 8 stakeholders and their concerns via the questionnaire and decides materiality through stakeholder engagement, sustainability committees and experts. There are 18 material topics determined among the 32 sustainability topics including economic, governance, social, human rights and climate impact.

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TÜVNORD

Materiality

GETAC complies with the GRI Standards, SASB electronic Manufacturing Services & Original Design Manufacturing & Hardware industry sustainability Indicators disclosure related metrics, Taiwan Stock Exchange Corporation Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies, Sustainability Disclosure Indicators – Computer and Peripheral Equipment Industry., and TCFD Climate Related Financial Disclosure Proposed Indicators to fully disclose the company's material risks and opportunities, taking into account the extent of impact on the company and prioritize the materiality of the report.

Responsiveness

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

Impact

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

Reliability and quality.

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

GRI Sustainability Reporting Standards

GETAC Sustainability Report complies with the GRI 1 to GRI 3 universal Standards and the GRI 200 Series, GRI 300 Series and GRI 400 Series topic standards, and meet the requirements for disclosure.

Limitations

The financial report of Getac was verified by the PricewaterhouseCoopers, Taiwan (PwC).

The data of carbon emission verification was verified by the third party, BSI, DNV & SGS.

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TÜVNORD

Independent Statements and Competence

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

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

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

Jack Yeh
Chairman

AA1000
Licensed Report
000-75/V3-WOJXX

Date of Issuance: 2026.05.07
TUV NORD Taiwan Co., Ltd.
Room A1, 9F, No. 333, Sec. 2, Tun Hua S. Rd., Taipei 10669 Taiwan, R.O.C.

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8.4 Verification Status of Management Systems

Management Systems	GTH	GTC	ATC	GTK	MPTK	MPTZ	MPTV	GVL	GCS	GKS	MPTG	HTW
ISO 9001 Quality Management Systems	V	V	V	V	V	V	V		V	V	V	V
ISO 13485 Medical Devices Quality Management Systems Standards			V	V	V							
IATF 16949 International Automotive Task Force						V	V	V	V	V		
QC 080000 Hazardous Substance Process Management System Requirements		V		V	V	V	V				V	V
ISO 17025 General Requirements For The Competence Of Testing And Calibration Laboratories				V	V				V			
ISO 14001 Environmental Management Systems	V	V	V	V	V	V	V	V	V	V	V	V
ISO 14064-1 Greenhouse Gases	V	V	V	V	V	V	V	V	V	V	V	V
ISO 50001 Energy Management Systems				V	V	V			V	V		V
ISO 45001 Occupational Health And Safety Management Systems			V	V	V	V	V	V	V		V	V
ISO 27001 Information Security Management Systems	V	V	V									
TISAX Trusted Information Security Assessment Exchange		V						V	V			
RBA VAP				V			V					V
RBA CMA					V	V						

- ISO 14064-1 Greenhouse Gas Inventory Verification Statement download：GTH, GTC, ATC, GTK, MPTK, MPTZ, MPTV, GVL, GCS, GKS, MPTG

8.5 GRI Index

Statement of Use	Getac Holdings Corporation published its 2025 Sustainability Report based on the GRI Standards 2021 Reporting Guidelines. The data covers the period from January 1, 2025, to December 31, 2025.
GRI 1 Used	GRI 1: Foundation 2021
GRI Industrial Standard	N.A.

GENERAL 2 General Disclosure

Indicator	Description	Chapter	Page No.
GRI 2-1: 2021	Organizational details	1.3 About Getac	7-9
GRI 2-2: 2021	Entities included in the organization’s sustainability reporting	1.2 Report Profile	5
GRI 2-3: 2021	Reporting period, frequency and contact point	1.2 Report Profile	6
GRI 2-4: 2021	Restatements of information	1.2 Report Profile	6
GRI 2-5: 2021	External assurance	1.2 Report Profile, 8.3 Assurance Statement of the Sustainability Report, 8.4 Verification Status of Management Systems	6, 155, 156
GRI 2-6: 2021	Activities, value chain and other business relationships	1.3 About Getac	7-9
GRI 2-7: 2021	Employees	6.1 Talent Attraction and Retention	92
GRI 2-8: 2021	Workers who are not employees	6.1 Talent Attraction and Retention	92
GRI 2-9: 2021	Governance structure and composition	2.4 Sustainability Governance Structure & Operational Status, 3.2 Corporate Governance, 3.3 Risk Management, 4.1 Climate Governance	26,27,33-35,37,56
GRI 2-10: 2021	Nomination and selection of the highest governance body	3.2 Corporate Governance	33
GRI 2-11: 2021	Chair of the highest governance body	3.2 Corporate Governance	33-34
GRI 2-12: 2021	Role of the highest governance body in overseeing the management of impacts	2.4 Sustainability Governance Structure & Operational Status, 3.2 Corporate Governance, 3.3 Risk Management, 4.1 Climate Governance	26-28,33-35,37,56
GRI 2-13: 2021	Delegation of responsibility for managing impacts	2.4 Sustainability Governance Structure & Operational Status, 3.2 Corporate Governance, 3.3 Risk Management, 4.1 Climate Governance	26-28,33-35,37,56
GRI 2-14: 2021	Role of the highest governance body in sustainability reporting	2.4 Sustainability Governance Structure & Operational Status	26-28

Indicator	Description	Chapter	Page No.
GRI 2-15: 2021	Conflicts of interest	3.2 Corporate Governance	33, 35
GRI 2-16: 2021	Communication of critical concerns	2.4 Sustainability Governance Structure & Operational Status	28
GRI 2-17: 2021	Collective knowledge of the highest governance body	3.2 Corporate Governance	35
GRI 2-18: 2021	Evaluation of the performance of the highest governance body	3.2 Corporate Governance	35
GRI 2-19: 2021	Remuneration policies	6.1 Talent Attraction and Retention	96
GRI 2-20: 2021	Process to determine remuneration	6.1 Talent Attraction and Retention	96-97
GRI 2-21: 2021	Annual total compensation ratio	6.1 Talent Attraction and Retention	97
GRI 2-22: 2021	Statement on sustainable development strategy	1.1 Message from Chairman	4
GRI 2-23: 2021	Policy commitments	2.2 Alignment with SDGs、2.3 Policies and Commitments	23, 24
GRI 2-24: 2021	Embedding policy commitments	2.4 Sustainability Governance Structure & Operational Status、3.2 Corporate Governance、3.3 Risk Management、3.4 Business Integrity and Regulatory Compliance、5.1 Environmental Policy、6.3 Human Rights Management and Protection、7.2 Supply Chain Management	24, 33, 37, 42, 73, 105, 125
GRI 2-25: 2021	Processes to remediate negative impacts	3.4 Business Integrity and Regulatory Compliance、3.5 Information Security and Customer Privacy、6.3 Human Rights Management and Protection、7.1 Customer Relationship	44, 49, 108, 123
GRI 2-26: 2021	Mechanisms for seeking advice and raising concerns	6.1 Talent Attraction and Retention、6.3 Human Rights Management and Protection、7.1 Customer Relationship	100,107,109,123
GRI 2-27: 2021	Compliance with laws and regulations	3.4 Business Integrity and Regulatory Compliance	47
GRI 2-28: 2021	Membership associations	1.3 About Getac	11
GRI 2-29: 2021	Approach to stakeholder engagement	1.4 Stakeholder Engagement	12-13
GRI 2-30: 2021	Collective bargaining agreements	6.1 Talent Attraction and Retention	99
GENERAL 3 Material Topics			
GRI 3-1: 2021	Process to determine material topics	1.5 Material Topic Management	14

Indicator	Description	Chapter	Page No.
GRI 3-2: 2021	List of material topics	1.5 Material Topic Management	15
205 Anti-corruption			
GRI 3-3: 2018	Management of material topics	1.5 Material Topic Management, 3.4 Business Integrity and Regulatory Compliance	17, 42
GRI 205-1: 2016	Operations assessed for risks related to corruption	3.4 Business Integrity and Regulatory Compliance	42
GRI 205-2: 2016	Communication and training about anti-corruption policies and procedures	3.4 Business Integrity and Regulatory Compliance	43, 45
GRI 205-3: 2016	Confirmed incidents of corruption and actions taken	3.4 Business Integrity and Regulatory Compliance	46
301 Materials			
GRI 3-3: 2018	Management of material topics	1.5 Material Topic Management, 5.2 Circular Economy	18, 74
GRI 301-1: 2018	Materials used by weight or volume	5.2 Circular Economy	75
GRI 301-2: 2018	Recycled input materials used	5.2 Circular Economy	74-75
GRI 301-3: 2018	Reclaimed products and their packaging materials	5.2 Circular Economy	77
302 Energy			
GRI 3-3: 2021	Management of material topics	1.5 Material Topic Management, 4.2 Energy Management	19, 67
GRI 302-1: 2018	Energy consumption within the organization	4.2 Energy Management	67-68
GRI 302-2: 2018	Energy consumption outside of the organization	Omitted. As energy use outside the organization involves the supply chain and customers, data collection and quantification are highly challenging; therefore, the information is not disclosed at this stage. Relevant inventory and data collection mechanisms will be progressively strengthened to improve disclosure completeness.	
GRI 302-3: 2018	Energy intensity	4.2 Energy Management	68
GRI 302-4: 2018	Reduction of energy consumption	4.1 Climate Governance, 4.2 Energy Management	64, 67
GRI 302-5: 2018	Reductions in energy requirements of products and services	5.2 Circular Economy	76
303 Water and Effluents			

Indicator	Description	Chapter	Page No.
GRI 3-3: 2021	Management of material topics	1.5 Material Topic Management, 5.4 Water Resource Management	20, 82
GRI 303-1: 2018	Interactions with water as a shared resource	5.4 Water Resource Management	80-81
GRI 303-2: 2018	Management of water discharge-related impacts	5.6 Pollution Prevention and Control	87
GRI 303-3: 2018	Water withdrawal	5.4 Water Resource Management	81
GRI 303-4: 2018	Water discharge	5.4 Water Resource Management	81
GRI 303-5: 2018	Water consumption	5.4 Water Resource Management	81
305 Emissions			
GRI 3-3: 2021	Management of material topics	1.5 Material Topic Management, 4.3 Greenhouse Gas Emissions Management	20, 69
GRI 305-1: 2021	Direct (Scope 1) GHG Emissions	4.3 Greenhouse Gas Emissions Management	69-71
GRI 305-2: 2021	Energy Indirect (Scope 2) GHG Emissions	4.3 Greenhouse Gas Emissions Management	69-71
GRI 305-3: 2016	Other indirect (Scope 3) GHG emissions	4.3 Greenhouse Gas Emissions Management	69-71
GRI 305-4: 2016	GHG Emissions Intensity	4.3 Greenhouse Gas Emissions Management	69-70
GRI 305-5: 2016	Reduction Of GHG Emissions	4.3 Greenhouse Gas Emissions Management	64
GRI 305-6: 2016	Emissions of ozone-depleting substances (ODS)	5.6 Pollution Prevention and Control	89
GRI 305-7: 2016	Nitrogen Oxides (NOX), Sulfur Oxides (SOX), And Other Significant Air Emissions	5.6 Pollution Prevention and Control	88-89
306 Waste			
GRI 3-3: 2021	Management of material topics	1.5 Material Topic Management, 5.5 Waste Management	20, 83
GRI 306-1: 2020	Waste generation and significant waste-related impacts.	5.5 Waste Management	83
GRI 306-2: 2020	Waste generated	5.5 Waste Management	83-84
GRI 306-3: 2020	Waste generated	5.5 Waste Management	85

Indicator	Description	Chapter	Page No.
GRI 306-4: 2020	Waste diverted from disposal	5.5 Waste Management	85-86
GRI 306-5: 2020	Waste directed to disposal	5.5 Waste Management	85-86
401 Employment			
GRI 3-3: 2021	Management of material topics	1.5 Material Topic Management, 6.1 Talent Attraction and Retention	16, 91
GRI 401-1:2016	New employee hires and employee turnover	6.1 Talent Attraction and Retention	94-95
GRI 401-2:2016	Benefits provided to full-time employees that are not provided to temporary or part-time employees	6.1 Talent Attraction and Retention	97-98
GRI 401-3:2016	Parental leave	6.1 Talent Attraction and Retention	98
403 Occupational Health and Safety			
GRI 3-3: 2021	Management of material topics	1.5 Material Topic Management, 6.4 Occupational Health and Safety	16, 110
GRI 403-1: 2018	Occupational health and safety management system	6.4 Occupational Health and Safety	110
GRI 403-2: 2018	Hazard identification, risk assessment, and incident investigation	6.4 Occupational Health and Safety	111, 115
GRI 403-3: 2018	Occupational health services	6.4 Occupational Health and Safety	113
GRI 403-4: 2018	Worker participation, consultation, and communication on occupational health and safety	6.4 Occupational Health and Safety	110
GRI 403-5: 2018	Worker training on occupational health and safety	6.4 Occupational Health and Safety	111
GRI 403-6: 2018	Promotion of worker health	6.4 Occupational Health and Safety	113
GRI 403-7: 2018	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	6.4 Occupational Health and Safety	111
GRI 403-8: 2018	Workers covered by an occupational health and safety management system	6.4 Occupational Health and Safety	110
GRI 403-9: 2018	Work-related injuries	6.4 Occupational Health and Safety	114, 115
GRI 403-10: 2018	Work-related ill health	6.4 Occupational Health and Safety	112
404 Training and Education			

Indicator	Description	Chapter	Page No.
GRI 3-3: 2021	Management of material topics	1.5 Material Topic Management, 6.2 Talent Development and Training	16, 101
GRI 404-1: 2016	Average hours of training per year per employee	6.2 Talent Development and Training	103
GRI 404-2: 2016	Programs for upgrading employee skills and transition assistance programs	6.2 Talent Development and Training	102
GRI 404-3: 2016	Percentage of employees receiving regular performance and career development reviews	6.2 Talent Development and Training	104
405 Diversity and Equal Opportunity			
GRI 3-3: 2021	Management of material topics	1.5 Material Topic Management, 6.1 Talent Attraction and Retention	16, 93
GRI 405-1: 2016	Diversity of governance bodies and employees	3.2 Corporate Governance, 6.1 Talent Attraction and Retention	33-34, 92-93
GRI 405-2: 2016	Ratio of basic salary and remuneration of women to men	6.1 Talent Attraction and Retention	96
406 Non-discrimination			
GRI 3-3: 2021	Management of material topics	1.5 Material Topic Management、6.3 Human Rights Management and Protection	17, 105-106
GRI 406-1:2016	Incidents of discrimination and corrective actions taken	1.5 Material Topic Management、6.3 Human Rights Management and Protection	17, 109
409 Forced or Compulsory Labor			
GRI 3-3: 2021	Management of material topics	1.5 Material Topic Management、6.3 Human Rights Management and Protection	16, 105-106
GRI 409-1:2016	Operations and suppliers at significant risk for incidents of forced or compulsory labor	6.3 Human Rights Management and Protection、7.2 Supply Chain Management	106, 126
308/414 Supplier Assessment			
GRI 3-3: 2021	Management of material topics	1.5 Material Topic Management、7.2 Supply Chain Management	17, 124
GRI 204-1:2016	Proportion of spending on local suppliers	7.2 Supply Chain Management	124
GRI 308-1:2016	New suppliers that were screened using environmental criteria	7.2 Supply Chain Management	126
GRI 308-2:2016	Negative environmental impacts in the supply chain and actions taken	7.2 Supply Chain Management	126-127
GRI 414-1:2016	New suppliers that were screened using social criteria	7.2 Supply Chain Management	126

Indicator	Description	Chapter	Page No.
GRI 414-2:2016	Negative social impacts in the supply chain and actions taken	7.2 Supply Chain Management	126-127
418 Customer Privacy			
GRI 3-3: 2021	Management of material topics	1.5 Material Topic Management, 3.5 Information Security and Customer Privacy	18, 48, 51
GRI 418-1:2016	Substantiated complaints concerning breaches of customer privacy and losses of customer data	3.5 Information Security and Customer Privacy	52

8.6 SASB Index-Electronic Manufacturing Services & Original Design Manufacturing (1)

Topic	Index No.	Metric	Response	Chapter	Page No.
Water Management	TC-ES-140a.1	1) Total water withdrawn, percentage of each in regions with High or Extremely High Baseline Water Stress 2) Total water consumed	(1) Total Water Withdrawal: 713.9083 thousand m³; Proportion of high water pressure areas: 97.43% 。 (2) Total Water Consumption: 141.2830 thousand m³	5.4 Water Resource Management	81
Waste Management	TC-ES-150a.1	1) Amount of hazardous waste from manufacturing, 2) Percentage of hazardous waste recycled	(1) Total weight of hazardous waste: 1,256.8182 metric tons (2) Percentage of hazardous waste recycled: 74.41% 。	5.5 Waste Management	85-86
Labor Practices	TC-ES-310a.1	1) Number of work stoppages 2) Number of days idle	(1) There were no employee strikes or work stoppages in 2025. (2) Idle days due to employee strikes or work stoppages in 2025: 0 days.	6.1 Talent Attraction and Retention 8.2 Social and Governance Data of Subsidiaries	99, 154
Workforce Conditions, Health & Safety	TC-ES-320a.1	1) Total recordable incident rate (TRIR) for (a) direct employees and (b) contract employees 2) Total recordable near miss frequency rate (NMFR) for direct employees and contract employees	(1) The recordable accident rate for full-time employees is 0.129, while the recordable accident rate for contract employees is 0. (2) The near miss frequency rate for full-time employees is 0.032, while the near miss frequency rate for contract employees is 0.	6.4 Occupational Health and Safety	114, 115
	TC-ES-320a.2	1) Percentage of entity's facilities audited in the RBA Validated Audit Process (VAP) or equivalent by all facilities and high-risk facilities 2) Percentage of Tier 1 Supplier facilities audited in the RBA Validated Audit Process (VAP) or equivalent by all facilities and high-risk facilities	**(1) Factories operated by Getac Holdings**: A total of five sites completed either an RBA VAP or RBA CMA assessment, representing 50% (5/10) of all facilities. Among them, 30% (3/10) completed the RBA VAP assessment, with all scores exceeding 160 and a high-risk rate of 0%. **(2) Supply Chain:** A total of 44 tier-1 suppliers completed either an RBA VAP or RBA CMA audit, representing approximately 30% of all tier-1 suppliers. Among them, 28 suppliers passed the RBA VAP audit, of which 26 scored above 160, with a high-risk rate of 0%.	7.2 Supply Chain Management 8.4 Verification Status of Management Systems	127, 156
	TC-ES-320a.3	1) Non-conformance rate with the RBA Validated Audit Process (VAP) or equivalent for priority non-conformances and other nonconformances, for the entity's facilities 2) Associated corrective action rate for priority non-conformances and other nonconformances, for the entity's Tier 1 supplier facilities.	**(1) Factories operated by Getac Holdings:** The rate of priority non-conformities is 0%. **Supply Chain:** A total of 25 suppliers obtained RBA VAP Conformance Results reports, with a 0% rate of Priority non-conformance. All Major non-conformances were remediated in accordance with the timelines set out in the Corrective Action Plans (CAPs). **(2) Factories operated by Getac Holdings:** 100% of priority non-conformities have had corrective actions taken. **Supply Chain:** 100% of priority non-conformities have had corrective actions taken.	7.2 Supply Chain Management 8.4 Verification Status of Management Systems	127, 156

8.6 SASB Index-Electronic Manufacturing Services & Original Design Manufacturing (2)

Topic	Index No.	Metric	Response	Chapter	Page No.
Product Lifecycle Management	TC-ES-410a.1	Weight of end-of-life products and e-waste recovered; percentage recycled	• Getac Holdings (Parent company) is a holding company, so this question is not applicable. • The subsidiary, Getac Technology Corporation, is a manufacturer of rugged computers under its own brand. Its customers include government agencies and private enterprises. Most of the disposal of scrapped products and electronic waste is handled internally. For the portion outsourced by Getac to third-party processors, the weight of discarded products and electronic waste in 2025 totaled 35.56 metric tons, representing 10% of the total weight of products sold during the year. • The remaining subsidiaries engage in contract manufacturing operations and are not involved in the collection or treatment of end-user waste. In addition, information on the weight of recyclable products from end customers is difficult to obtain.	5.2 Circular Economy	77
Materials Sourcing	TC-ES-440a.1	Description of the management of risks associated with the use of critical materials	In supplier survey reports, for identified key materials, measures are taken to ensure the stability of supply sources and pricing. Corresponding strategies have been adopted based on the criticality and risk levels of bills of materials (BOMs), components, or materials, including risk mitigation measures such as establishing secondary sources, using alternative materials, preparing materials in advance, and maintaining strategic inventory reserves. In addition, through operational management and IT systems, the Company enhances sales forecasting capabilities and material preparation accuracy to reduce the potential risks of material shortages or excess inventory.	7.2 Supply Chain Management	125
Activity Metrics	TC-ES-000.A	Number of manufacturing facilities (Note: In 2025, Getac had registered business operations in the following regions: Taiwan, China, and Vietnam)	10	-	-
	TC-ES-000.B	Area of manufacturing facilities	452,278.82 m²	-	-
	TC-ES-000.C	Number of employees	8,586 employees	6.1 Talent Attraction and Retention	92

8.6 SASB Index—Hardware (1)

<table>
<tr><th>Topic</th><th>Index No.</th><th>Metric</th><th colspan="2">Response</th><th>Chapter</th><th>Page No.</th></tr>
<tr><td>Product Security</td><td>TC-HW-230a.1</td><td>Description of approach to identifying and addressing data security risks in products</td><td colspan="2">• During the product development stage of rugged computing products manufactured by the subsidiary Getac Technology, personal data protection regulations and customer privacy risks are taken into consideration. Encryption and access control mechanisms are implemented, and hardware and software encryption solutions are provided based on customer requirements to meet the protection needs of governments and enterprises for highly sensitive data. Hardware: certain products are designed with removable storage devices and provide data sanitization tools, effectively reducing the risk of residual data when equipment is disposed of or transferred. Software: secure design principles and a multi-layered protection architecture are implemented. Windows products integrate TPM 2.0 and multi-factor authentication, with continuous vulnerability monitoring and collaboration with suppliers on remediation. Android products incorporate secure boot, data encryption, and application integrity verification, and have passed third-party security testing. Long-lifecycle products continue to receive security updates from original manufacturers. Cloud solutions undergo vulnerability scanning prior to release, while frameworks and encryption mechanisms are continuously updated to ensure overall service security.
• The remaining subsidiaries engage in contract manufacturing of plastic products and automotive mechanical components, and therefore do not involve product data.</td><td>3.5 Information Security and Customer Privacy</td><td>48, 49</td></tr>
<tr><td>Employee Diversity & Inclusion</td><td>TC-HW-330a.1</td><td>Percentage of (1) gender and (2) diversity group representation for (a)executive management, (b)non-executive management, (c)technical employees and (d)all other employees</td><td>Gender Ratio by Employee Category: (male, female)
• Senior management: 86%, 14%
• General management: 73%, 27%
• Technical employees: 83%, 17%
• All other employees: 52%, 48%</td><td>Age Distribution by Employee Category: (<30, 31-50, >51)
• Senior management: 0%, 17%, 83%
• General management: 0% , 76% , 24%
• Technical employees: 28%, 64%, 7%
• All other employees: 6%, 64%, 30%</td><td>6.1 Talent Attraction and Retention
8.3 Social and Governance Data of Subsidiaries</td><td>92, 140</td></tr>
<tr><td rowspan="4">Product Lifecycle Management</td><td>TC-HW-410a.1</td><td>Percentage of products by revenue that contain IEC 62474 declarable Substances.</td><td colspan="2">• The subsidiary Getac Technology follows its internal green environmental substance control regulations and requires all supplier materials to comply with relevant requirements, including IEC 62474.
• The remaining subsidiaries engage in contract manufacturing operations and, in accordance with customer specifications, require all supplier materials to comply with relevant requirements, including IEC 62474.</td><td>5.3 Product Safety & Chemical Substance Management</td><td>78</td></tr>
<tr><td>TC-HW-410a.2</td><td>Percentage of eligible products, by revenue, meeting the requirements for EPEAT registration or equivalent.</td><td colspan="2">• The subsidiary Getac Technology obtained EPEAT ecolabel certification for 13 product models. Tablets and notebook computers meeting eco-design requirements accounted for 92.84% of its revenue.
• The remaining subsidiaries engage in contract manufacturing operations and do not directly register EPEAT-certified products.</td><td>5.2 Circular Economy</td><td>76</td></tr>
<tr><td>TC-HW-410a.3</td><td>Percentage of eligible products, by revenue, certified to an energy efficiency certification.</td><td colspan="2">• The subsidiary Getac Technology has 12 rugged computers and tablets certified under ENERGY STAR® 9.0. Tablets and notebook computers meeting energy-efficiency design requirements accounted for 79.35% of its revenue.
• The remaining subsidiaries engage in contract manufacturing operations and do not directly conduct product energy-efficiency certifications.</td><td>5.2 Circular Economy</td><td>76</td></tr>
<tr><td>TC-HW-410a.4</td><td>Weight of end-of-life products and e-waste recovered; percentage recycled.</td><td colspan="2">• Getac Holdings (Parent company) is a holding company, so this question is not applicable.
• The subsidiary, Getac Technology Corporation, is a manufacturer of rugged computers under its own brand. Its customers include government agencies and private enterprises. Most of the disposal of scrapped products and electronic waste is handled internally. For the portion outsourced by Getac to third-party processors, the weight of discarded products and electronic waste in 2025 totaled 35.56 metric tons, representing 10% of the total weight of products sold during the year.
• The remaining subsidiaries engage in contract manufacturing operations and are not involved in the collection or treatment of end-user waste. In addition, information on the weight of recyclable products from end customers is difficult to obtain.</td><td>5.2 Circular Economy</td><td>77</td></tr>
</table>

8.6 SASB Index—Hardware (2)

Topic	Index No.	Metric	Response	Chapter	Page No.
Supply Chain Management	TC-HW-430a.1	Percentage of Tier 1 supplier facilities audited in the RBA Validated Audit Process (VAP) or equivalent, by (a) all facilities and (b) high-risk facilities.	(1) **Factories operated by Getac Holdings**: A total of five sites completed either an RBA VAP or RBA CMA assessment, representing 50% (5/10) of all facilities. Among them, 30% (3/10) completed the RBA VAP assessment, with all scores exceeding 160 and a high-risk rate of 0%. (2) **Supply Chain:** A total of 44 tier-1 suppliers completed either an RBA VAP or RBA CMA audit, representing approximately 30% of all tier-1 suppliers. Among them, 28 suppliers passed the RBA VAP audit, of which 26 scored above 160, with a high-risk rate of 0%.	7.2 Supply Chain Management 8.4 Verification Status of Management Systems	127, 156
Supply Chain Management	TC-HW-430a.2	Tier 1 suppliers' (1) non-conformance rate with the RBA Validated Audit Process (VAP) or equivalent, and (2) associated corrective action rate for (a) priority nonconformances and (b) other nonconformances.	(1) **Factories operated by Getac Holdings:** The rate of priority non-conformities is 0%. **Supply Chain:** A total of 25 suppliers obtained RBA VAP Conformance Results reports, with a 0% rate of Priority non-conformance. All Major non-conformances were remediated in accordance with the timelines set out in the Corrective Action Plans (CAPs). (2) **Factories operated by Getac Holdings:** 100% of priority non-conformities have had corrective actions taken. **Supply Chain:** 100% of priority non-conformities have had corrective actions taken.	7.2 Supply Chain Management 8.4 Verification Status of Management Systems	127, 156
Materials Sourcing	TC-HW-440a.1	Description of the management of risks associated with the use of critical materials.	In supplier survey reports, for identified key materials, measures are taken to ensure the stability of supply sources and pricing. Corresponding strategies have been adopted based on the criticality and risk levels of bills of materials (BOMs), components, or materials, including risk mitigation measures such as establishing secondary sources, using alternative materials, preparing materials in advance, and maintaining strategic inventory reserves. In addition, through operational management and IT systems, the Company enhances sales forecasting capabilities and material preparation accuracy to reduce the potential risks of material shortages or excess inventory.	7.2 Supply Chain Management	125
Activity Metrics	TC-HW-000.A	Number of units produced by product category	Electronic components (units): 182,448 Automotive components (thousand units): 180,551 Mechanical components (thousand units): 512,307 Aerospace fasteners (thousand units): 185,646	-	-
Activity Metrics	TC-HW-000.B	Area of manufacturing facilities	452,278.82 m²	-	-
Activity Metrics	TC-HW-000.C	Percentage of production from owned facilities	100%	-	-

8.7 FSC Sustainability Disclosure Indicators

Scope of Inventory	Item	Unit	2024	2025
Parent Company GTH (Stand alone)	Scope 1	tCO_2e	11.363	8.768
	Scope 2	tCO_2e	54.310	146.038
	Total GHG emission (Scope 1+2)	tCO_2e	65.673	154.806
	Scope 3	tCO_2e	3.904	4.411
List of subsidiaries included in the consolidated financial statements	Scope 1	tCO_2e	14,741.816	16,000.693
	Scope 2	tCO_2e	92,364.297	105,520.095
	Total GHG emission (Scope 1+2)	tCO_2e	107,106.113	121,520.788
	Scope 3	tCO_2e	405,696.758	652,142.501
Scope of Assurance	Item	Unit	2024	2025
Parent Company GTH (Stand alone)	Scope 1	tCO_2e	11.363	8.768
	Scope 2	tCO_2e	54.310	146.038
	Total GHG emission (Scope 1+2)	tCO_2e	65.673	154.806
	Scope 3	tCO_2e	3.904	4.411
	Percentage of Verified Data	%	100	100
	Assurance Institutions		BSI	BSI
	Assurance Efforts		Scope 1+2: Reasonable assurance level Scope 3: Limited assurance level	Scope 1+2: Reasonable assurance level Scope 3: Limited assurance level
List of subsidiaries included in the consolidated financial statements	Scope 1	tCO_2e	14,741.816	15,999.766
	Scope 2	tCO_2e	92,364.297	105,500.642
	Total GHG emission (Scope 1+2)	tCO_2e	107,106.113	121,500.407
	Scope 3	tCO_2e	405,696.758	652,141.189
	Percentage of Verified Data	%	100	99.997
	Assurance Institutions		SGS、BSI、DNV	SGS、BSI、DNV
	Assurance Efforts		Scope 1+2: Reasonable assurance level Scope 3: Reasonable/Limited assurance level	Scope 1+2: Reasonable assurance level Scope 3: Reasonable/Limited assurance level
Total	Total GHG emission (Scope 1+2)	tCO_2e	107,171.786	121,655.214
	GHG emission intensity (Scope 1+2)	tCO_2e / NT$ 1 million	3.005	3.084
	Scope 3	tCO_2e	405,700.662	652,145.600

8.7 FSC Sustainability Disclosure Indicators

No.	Indicator	Page No.
1	Describe the board of directors' and management's oversight and governance of climate-related risks and opportunities.	26-27, 56
2	Describe how the identified climate risks and opportunities affect the business, strategy, and finances of the business (short, medium, and long term).	59-60
3	Describe the financial impact of extreme weather events and transformative actions.	61-63
4	Describe how climate risk identification, assessment, and management processes are integrated into the overall risk management system.	56
5	If scenario analysis is used to assess resilience to climate change risks, the scenarios, parameters, assumptions, analysis factors and major financial impacts used should be described.	57
6	If there is a transition plan for managing climate-related risks, describe the content of the plan, and the indicators and targets used to identify and manage physical risks and transition risks.	65
7	If internal carbon pricing is used as a planning tool, the basis for setting the price should be stated.	66
8	If climate-related targets have been set, the activities covered, the scope of greenhouse gas emissions, the planning horizon, and the progress achieved each year should be specified. If carbon credits or renewable energy certificates (RECs) are used to achieve relevant targets, the source and quantity of carbon credits or RECs to be offset should be specified.	66, 67
9	Greenhouse gas inventory and assurance status and reduction targets, strategy, and concrete action plan	6, 156, 64-65

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