

Anti-Corruption And Human Rights Education

In order to implement the education of integrity and strengthen the international anti-corruption trend promotion, Getac Holdings Corp. incorporated anti-corruption and human rights education into employee compulsory training, and compiled unified teaching materials, covered the following:

- the introduction of the United Nations Convention against Corruption,
- Corporate Governance Best Practice Principles,
- Codes of Ethical Conduct for Employees,
- Confidentiality of Material Information and Prohibition of Insider Trading,
- Codes of Conduct for Cooperation with Suppliers
- Regulations for Reward and Punishment of Reporting Corruption and Malpractice.
- Introduced the human rights protection of employees in the Chapters on Labor Human Rights, including law compliance working-hour and non-forced labor, prohibiting child labor, gender work equality, and eliminating sexual harassment.

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

In 2021, a total of 10,559 people from Getac Holdings and its subsidiaries received anti-corruption and human rights education and training, and the training ratio reached 100%. Please refer to page 41 of this report for the training details of each subsidiary.

We did not find or receive any internal or external reports of unethical conducts by all operational sites in 2021, as disclosed in this report.



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2021 Getac Holdings & Subsidiaries Anti-Corruption & Human Rights Education & Training

| | Item | GTH | GTC | ATC | GTK | MPTK | MPTZ | GCS | GCS Kunshan | GVL | MPTV | Total |
|---------------------------------------|--------------------|---------|--------|---------|---------|---------|---------|---------|-------------|---------|---------|---------|
| Direct Employee | Number of Trainees | N.A | 22 | 4 | 699 | 3,420 | 1,529 | 396 | 137 | 344 | 955 | 7506 |
| | Execution Ratio | N.A | 59.46% | 57.00% | 84.01% | 90.09% | 141.57% | 108.79% | 100.00% | 100.00% | 100.00% | 99.39% |
| Indirect Employee (Exclude Managers) | Number of Trainees | 23 | 335 | 159 | 116 | 629 | 624 | 167 | 25 | 137 | 428 | 2,643 |
| | Execution Ratio | 92.00% | 91.03% | 99.00% | 60.42% | 69.35% | 173.33% | 101.83% | 100.00% | 100.00% | 100.00% | 95.52% |
| Managerial Position | Number of Trainees | 11 | 80 | 38 | 35 | 74 | 75 | 28 | 8 | 45 | 49 | 443 |
| | Execution Ratio | 100.00% | 88.89% | 100.00% | 50.00% | 88.10% | 147.06% | 100.00% | 100.00% | 100.00% | 100.00% | 93.46% |
| All Employees | Number of Trainees | 34 | 437 | 201 | 850 | 4,123 | 2,228 | 591 | 137 | 526 | 1,432 | 10,559 |
| | Total Employee | 36 | 450 | 203 | 832 | 3,796 | 1,491 | 556 | 137 | 527 | 1,433 | 9,461 |
| | Execution Ratio | 94.00% | 97.11% | 99.01% | 102.16% | 108.61% | 149.43% | 106.29% | 100.00% | 100.00% | 100.00% | 111.61% |