



2025

Annual Report

I. Spokesman and deputy spokesman

Spokesman : Hwang, Ming-Hang / President

Deputy Spokesman : Irene Sun/ Director

Tel : +886-2-2785-7888

E-mail : stocks@getac.com.tw

II. Addresses and telephone numbers for HQ, branch offices and factories

1. HQ : Getac Holdings Corporation

Address : 5F., No. 209, Sec. 1, Nangang Rd., Nangang Dist., Taipei City, Taiwan

Tel : +886-2-2785-7888

2. Branch : N/A

3. Factory : N/A

4. Nangang Office :

Address : 5F., No. 209, Sec. 1, Nangang Rd., Nangang Dist., Taipei City, Taiwan

Tel : +886-2-2785-7888

5. Primary subsidiaries

(1). Getac Technology Corporation

Office and factory address : 7F, NO. 209, Nanyang St., Xizhi Dist., New Taipei City, Taiwan

Tel : +886-2-2785-7888

Hsinchu Branch Office: 4 F., No. 1, Yanfa 2nd Rd., Hsinchu Science Park, Baoshan Township, Hsinchu County, Taiwan

Tel: +886-3-578-2280

Nangang Office : No. 209, Sec. 1, Nangang Rd., Nangang Dist., Taipei City, Taiwan

Tel : +886-2-2785-7888

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Nangang Office : No. 209, Sec. 1, Nangang Rd., Nangang Dist., Taipei City, Taiwan

Tel : +886-2-2785-7888

III. Stock transfer agency

Name : Transfer Agency Department, CTBC Bank Co., Ltd.

Address : 5F, No. 83, Sec. 1, Chongqing S. Rd., Zhongzheng Dist., Taipei City 100, Taiwan (R.O.C.)

Tel : +886-2-6636-5566

Website : <https://www.ctbcbank.com>

IV. Name of CPA, accountant

CPA : Liu Chien-Yu , Li, Tien-Yi

Name of CPA firm : Pricewaterhouse Coopers

Address : 27F, No.333, Sec. 1, Keelung Rd., Xinyi Dist. Taipei City, Taiwan

Tel : 886-2-2729-6666

Website: <https://www.pwc.tw/>

V. Foreign securities listing: N/A

VI. Company website: <https://en.getacgroup.com/>

Notice to readers

This English-version annual report is a summary translation of the Chinese version and is not an official document of the shareholders' meeting. If there is any discrepancy between the English and Chinese versions, the Chinese version shall prevail.

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I. Letter to Shareholders

To all shareholders,

In 2025, the global economic environment remained highly uncertain. Although inflationary pressures have eased compared to previous periods, central banks have continued to adopt a cautious approach in adjusting interest rate policies. Geopolitical risks, supply chain restructuring, and intensifying industry competition continue to pose challenges to corporate operations. Meanwhile, applications related to artificial intelligence (AI), edge computing, and digital transformation are driving growth in certain market segments. However, the rapid evolution of overall market structures has placed greater demands on corporate resilience and execution efficiency.

In response to both challenges and opportunities in the external environment, the Company has remained committed to prudent operations, strengthening its product and market positioning, enhancing operational efficiency and cost management, and actively capturing growth momentum in key application areas. Leveraging its long-established technological capabilities and customer base, the Company delivered solid operating results in 2025, with both revenue and profitability showing significant year-over-year improvement, reflecting the effectiveness of its strategic direction and execution. A summary of Getac Holdings Corporation's financial performance over the past year is presented below:

Income and Profitability

In 2025, Getac Holdings reported consolidated revenue of NT\$39.448 billion, representing a year-over-year increase of 10.6%. Consolidated gross profit reached NT\$12.547 billion, up 10.8% from the previous year. Benefiting from expanded operating scale and an optimized product mix, consolidated operating income amounted to NT\$6.198 billion, marking a 19.1% increase year-over-year, with profit growth outpacing revenue growth.

Net income attributable to the parent company totaled NT\$5.227 billion, an increase of 17.5% compared to the prior year. Earnings per share (EPS) reached NT\$8.43, up 16.1% from NT\$7.26 in 2024. Overall financial performance remained on a steady upward trajectory. As the Company did not issue financial forecasts for 2025, no budget attainment comparison is available.

Business Overview and Prospects

For Rugged Computer Products, the Company maintained stable growth in its rugged computing business in 2025, with solid performance across key vertical markets including defense, public safety, utilities, manufacturing, and transportation. The Company also continued to expand its customer base and application projects. Geopolitical developments have led many governments to increase defense and public safety budgets, while ongoing

investments in critical infrastructure and digitalization have further driven demand for rugged computing solutions in specific applications.

At the same time, the gradual maturation of 5G infrastructure and the expansion of AI applications at the mobile and edge levels have further increased enterprise demand for rugged computing devices. The Company continues to optimize its product portfolio and strengthen market positioning, improving operational efficiency and profitability through precise marketing and customer management. Looking ahead, the Company will continue to capture industry trends and market opportunities, launching more AI-related products and applications to drive long-term growth in its rugged computing business.

For mechanical products, the Company's mechanical components business delivered strong performance in 2025, achieving double-digit growth. While shipments of notebook casings slowed in the second half of the year due to weakened global notebook demand, the Company proactively responded by aligning with customer product development and mass production schedules, maintaining stable operations.

In contrast, gaming console casing shipments exceeded expectations, benefiting from new product launches by customers and strong market demand, becoming a key growth driver. For notebook casings, the Company has gradually introduced metal stamping processes in response to customer needs. The proportion of metal casings is expected to increase, enhancing product competitiveness and application flexibility. Operationally, the Company continues to expand into new markets and applications while improving manufacturing efficiency and product structure, supporting stable gross margins.

For automotive mechanical product, in 2025, the global automotive market experienced moderate growth, although demand varied across regions, with some mature markets showing slower growth and intensified supply chain competition. Under these conditions, the Company's automotive business group focused on improving automation and manufacturing efficiency, enhancing overall margin structure while maintaining steady growth.

In response to the ongoing development of automotive intelligence and tightening safety regulations, the Company continues to focus on ADAS-related mechanical components and develop advanced manufacturing technologies to support new product development and mass production, ensuring long-term growth in the automotive business.

For aerospace fastener products, the Company's investee, National Aerospace Fasteners Corporation (NAFCO), continued to expand its revenue scale, achieving a 15.8% year-over-year increase in 2025. Growth was driven by increasing demand from next-generation engine platforms entering mass production and fleet renewal activities, resulting in steady order momentum for engine fasteners and precision machined components.

NAFCO continues to strengthen its global manufacturing footprint and expand capacity,

aligning closely with international customers' production planning and delivery requirements to ensure quality and performance in line with global aerospace standards. In response to supply chain regionalization and risk diversification trends, NAFCO acquired a new facility in Malaysia in 2025 and is expanding its existing plants, further enhancing regional capacity deployment. This multi-site manufacturing strategy improves flexibility and delivery capability, reinforcing the Company's critical role in the global aerospace supply chain.

Research and development

In rugged computing product development, the Company remains ahead of competitors by launching multiple Copilot+ PCs, including the next-generation rugged notebook B360 and the fully rugged tablet UX10, further strengthening its AI and edge computing capabilities.

In addition, flagship products such as the fully rugged tablet F120, rugged notebook V120, and semi-rugged notebook S510 AD were introduced, expanding the Company's competitive advantages in industrial, public safety, and professional application markets.

In terms of mechanical products and manufacturing technologies, the Company continues to advance high mold temperature control (MHCM) molding technology, high recycled PC-content resin applications, and aluminum alloy thin-sheet stamping, further enhancing overall product competitiveness.

Future Outlook

Looking ahead, Getac will continue to adhere to prudent management as its core principle, deepen its core technologies and process capabilities, enhance operational efficiency and organizational resilience, and respond cautiously to changes in the global economic and industrial environment, thereby laying a solid foundation for long-term development.

On behalf of all employees at Getac, we would like to express our sincere appreciation for the continued support and trust of our shareholders. The Company will remain committed to disciplined execution and strive to create stable and sustainable long-term value for its shareholders.

We wish you Good health and fortune.

Chairman Hwang, Ming-Hang

President Hwang, Ming-Hang

II. Corporate Governance Report

2.1 Information on the company's directors, general manager, assistant general managers, and deputy assistant general managers of all the company's divisions and branch units

2.1.1 Directors

March 31, 2026

Title	Nationality/ Place of Incorporation	Name	Gender/ Age	Date Elected	Term	Date First Elected	Shareholding when Elected		Current Shareholding		Spouse & Minor Shareholding		Shareholding by Nominee Arrangement		Experience (Education)	Other Position	Executives, Directors or Supervisors Who are Spouses or within Two Degrees of Kinship			Remarks
							Shares	%	Shares	%	Shares	%	Shares	%			Title	Name	Relation	
Chairman	Republic of China	Hwang, Ming-Hang	Male 61~70 years old	2025.5.22	3	2000.06.09	5,605,363	0.90%	5,605,363	0.90%	0	0%	0	0%	M.S. of Electrical engineering, Utah State University, U.S.A. B.S. of Electrical engineering, National Taiwan University. VP, MiTAC International Corp.	Director, Waffer Technology Corp. Director, MiTAC Advance Technology Corp.	None	None	None	Note 5
Vice Chairman	Republic of China	Tsai, Feng - Tzu	Male 71~80 years old	2025.5.22	3	1996.08.29 (Note2)	540,375	0.09%	410,375	0.07%	0	0%	0	0%	B.S of Computer/Control Engineering Department, Chiao-Tung University. VP, Lian Tong Electronics Ltd. VP of Sales, MiTAC Inc. Vice Chairman, MiTAC International Corp. Chairman and CEO, Getac Technology Corp.	Chairman, Waffer Technology Corp. Chairman, National Aerospace Fasteners Corp.	None	None	None	None
Director	Republic of China	Mitac International Corp.	-	2025.5.22	3	1989.08.09 (Note2)	190,396,939	30.70%	190,396,939	30.50%	0	0%	0	0%	None	None	None	None	None	None
	US	Rep. : Miau, Matthew Feng-Chiang	Male 71~80 years old	2025.5.22	3	1989.08.09 (Note3)	0	0%	0	0%	0	0%	0	0%	Honorary Ph.D., National Chiao Tung University MBA, Santa Clara University BSEE, University of California, Berkeley Laureate of Industrial Technology Research Institute (ITRI) President, UPC Technology Corp. President, Linde Lienhwa Industrial Gases Co., Ltd. Chairman, SYNEX Corp. Independent Director, Galileo International, Inc. Independent Director, The BOC Group Plc. Independent Director, Linde AG Delegate, APEC Business Advisory Council (ABAC) Convener, Civil Advisory Committee of National Information & Communications Initiatives (NICI) Director, TD SYNEX Corp. Chairman, Chinese National Federation of Industries Independent Director, Cathay Financial Holding Co.Ltd.	Chairman, Lien Hwa Industrial Holdings Corp. Chairman, UPC Technology Corp. Chairman, Synnex Technology International Corp. Chairman, MiTAC Holdings Corp. Chairman, MiTAC Inc. Director, CTCI Foundation	Director	Miau, Scott- Matthew	Child	None

Title	Nationality/ Place of Incorporation	Name	Gender/ Age	Date Elected	Term	Date First Elected	Shareholding when Elected		Current Shareholding		Spouse & Minor Shareholding		Shareholding by Nominee Arrangement		Experience (Education)	Other Position	Executives, Directors or Supervisors Who are Spouses or within Two Degrees of Kinship			Remarks
							Shares	%	Shares	%	Shares	%	Shares	%			Title	Name	Relation	
Director	Republic of China	Rep. : Lin, Chuan- Cheng	Male 61~70 years old	2025.5.22	3	2013.06.20	666,684	0.11%	666,684	0.11%	0	0%	0	0%	Ph.D. of Mechanical Engineering , National Cheng Kung University Senior Specialist, National Chung-Shan Institute of Science & Technology AVP of RD and Sales, Tsann kuen Enterprise co., Ltd. R&D Project Manager, Altek Corp.	None	None	None	None	None
	Republic of China	Rep. : Yang, Hsiang-Yun (Note4)	Male 61~70 years old	2026.1.17	3	2026.1.17	28,000	0%	28,000	0%	0	0%	0	0%	MBA, National Taiwan University Chief Financial Officer, MiTAC International Corp. Corporate Governance Officer, MiTAC Holdings Corp. Supervisor, Waffer Technology Corp. Chairman, Health Food Co., Ltd.	Executive Assistant to Chairman, MiTAC Holdings Corp. Director and Vice President of Investment Director, MiTAC Inc. Director, SYNEX Technology International Corp. Director, Ares International Corp. Supervisor, MiTAC Digital Technology Corp. Director, Y.S. Education Foundation	None	None	None	None
	Republic of China	Lien Hwa Industrial Holdings Corp.	-	2025.5.22	3	2010.06.18	7,210,000	1.16%	7,210,000	1.15%	0	0%	0	0%	None	None	None	None	None	None
	Republic of China	Rep. : Miau, Scott Matthew	Male 51~60 years old	2025.5.22	3	2019.02.15	0	0%	0	0%	10,000	0%	0	0%	Ph.D in Department of Management Information Systems, National Chengchi University NCCU, College of Commerce-Executive MBA (EMBA) Special Assistant to Chairman, Mitac- SYNNEX Group	Chairman, Mei-Feng Investment Corp. Chairman, Mitac Hikari Corp. Vice Chairman, Lienhwa United LPG Co., Ltd. Director / Vice President, MiTAC Information Technology Corp. Director / Vice President, Mitac Incorporated Director, SYNEX Technology International Corp. Director, National Aerospace Fasteners Corp. Director, MiTAC Advance Technology Corp. Director, Ares International Corp. Issuer, Mitac-SYNNE X Group	Director	Miau, Matthew Feng Chiang	Father	None

Title	Nationality/ Place of Incorporation	Name	Gender/Age	Date Elected	Term	Date First Elected	Shareholding when Elected		Current Shareholding		Spouse & Minor Shareholding		Shareholding by Nominee Arrangement		Experience (Education)	Other Position	Executives, Directors or Supervisors Who are Spouses or within Two Degrees of Kinship			Remarks
							Shares	%	Shares	%	Shares	%	Shares	%			Title	Name	Relation	
Independent Director	Republic of China	Lin, Kuan- Ming	Male 71~80 years old	2025.5.22	3	2016.06.23	0	0%	0	0%	0	0%	0	0%	BS of Electrical Engineering , National Taiwan University Chairman , Taiwan Venture Capital Association Chairman , Taiwan Private Equity Association CEO, SINOCON Industrial Standards Foundation Chairman, System General Corp.	Chairman, Premier Capital Management Corp. Chairman, Premier Venture Capital Corp. Chairman, Chief Investment Corp. Chairman, Ruby Tech Corp. Director, Hui Yu Investment Corp. GM/ Director, Chief Venture Capital Corp. Director, China Petrochemical Development Corp. Director, Lung Hwa Electronics Co., Ltd. Director, Deltamac (Taiwan) Co., Ltd. Director, DEXIN Corp. Director, Taivex Therapeutics Corp.	None	None	None	None
	Republic of China	Lin, Long- Song	Male 61~70 years old	2025.5.22	3	2019.5.31	0	0%	0	0%	0	0%	0	0%	Ph.D in Electrical and Computer Engineering, Purdue University, U.S.A. Chairman,Taiwan Network Information Center (TWNIC) CEO, Gemtek Technology Co., Ltd. Corporate Vice President, Global Consumer Product Group, Dell, USA General Manager, Intel Subsidiary in Asia, Intel Corporation, U.S.A.	None	None	None	None	
	Republic of China	Chang, Chia-Hsin	Male 61~70 years old	2025.5.22	3	2019.5.31	0	0%	0	0%	0	0%	0	0%	M.S. in Business Administration, Soochow University Partner, KPMG in Taiwan	Independent Director, APAC Opto Electronics Inc. Independent Director, Motech Industries Inc. Independent Director, Solar Applied Materials Technology Corp.	None	None	None	None
	Republic of China	Wang, Po- Hsia	Female 61~70 years old	2025.5.22	3	2022.5.27	0	0%	0	0%	0	0%	0	0%	M.S.IE&CS.National Taiwan University President, IBM World Wide High Volume Power Systems Development Center. Technical Consultant, Delta Research Center Corp.	Adjunct Professor, EE, National Taiwan University Inc.	None	None	None	None

Note 1 : Please refer to Table 1 below for information on the main shareholders of corporate shareholders.

Note 2 : 1997.06.21~1998.03.15 interrupt.

Note 3 : 1997.06.21~1997.07.10 interrupt.

Note 4 : Change in the representative of the juristic director on January 17, 2026 (new appointment).

Note 5 : Where the Chairman of the Board of Directors and the President or person of an equivalent post (the highest level manager) of a company are the same person, spouses, or relatives within the first degree of kinship, the reason for, reasonableness, necessity thereof, and the measures adopted in response thereto (such as increasing the number of independent director seats, and more than half of all directors must not concurrently serve as employees or managers) must be disclosed:

The Company's chairperson and president aims to improve operational efficiency and the execution of decisions. To strengthen the Board's independence, the Company is actively training suitable candidates. Furthermore, the chairperson fully communicates the Company's recent condition, plans, and policies with directors to implement corporate governance. The Company had election of directors from 9 members to 10members in May 22, 2025, enhance the Board's capabilities and supervisory function by increasing the number of independent director seats. The Company currently has the following measures:

a. The four independent directors have expertise in finance, accounting, and technology industry, thus ensure efficient supervision.

b. The Company arranges directors to attend professional directors' courses of external institutions and holds regular communication meetings with departments every year to improve the operating efficiency of the board of directors.

c. Independent directors can fully discuss and provide recommendations in functional committees to the Board of Directors in implementing corporate governance.

d. Over half of the directors in the Board of Directors do not concurrently serve as an employee or executive officer.

Table 1 : Major shareholders of the institutional shareholders

March 27, 2026

Name of Institutional Shareholders (Note 1)	Major Shareholders (Note 2)	Percentage of shareholding(%)
MiTAC International Corp.	MiTAC Holdings Corp.	100.00%
Lien Hwa Industrial Holdings Corp. (Note 4)	UPC Technology Corp.	9.68%
	Yi Yuan Investment Co., Ltd	9.26%
	Yi Feng Investment Co., Ltd.	4.86%
	Miau, Matthew Feng-Chiang	3.19%
	Miau, Feng-Chuan	3.01%
	Y.S. Education Foundation	3.00%
	Lien Hwa Industrial Holdings Corp. Employee Welfare Committee	2.82%
	MiTAC International Corp.	2.79%
	Jason Chow	2.38%
	Miau, Feng-Sheng	2.23%

Note 1 : If Directors and Supervisors serve as representatives of institutional shareholders, then the names of institutional shareholders must be provided.

Note 2 : Name the major shareholders (the top 10 owners) of institutional shareholders and their shareholding percentage. Table 2 below is applicable if any of the major shareholders is an institutional entity.

Note 3 : If a corporate shareholder is not a company, the name of the shareholder and the shareholding ratio to be disclosed as previously mentioned shall be the name of the contributor or donor and the contribution or contribution ratio.

Note 4 : Information as of March 30, 2026.

Table 2 : Major shareholders of the Company's major institutional shareholders

March 27, 2026

Name of Institutional Shareholders (Note 1)	Major Shareholders (Note 2)	Percentage of shareholding(%)
MiTAC Holdings Corp. (Note 4)	Lien Hwa Industrial holdings Corp.	8.78%
	MiTAC Inc.	8.41%
	UPC Technology Corp.	8.27%
	Mei An Investment Corp.	2.75%
	Yi Yuan Investment Co., Ltd	1.69%
	Yi Feng Investment Co., Ltd.	1.26%
	Chunghwa Post Co., Ltd.	1.06%
	Mercuries Life Insurance Co., Ltd.	1.06%
	Miau, Matthew Feng-Chiang	1.01%
	Getac Holdings Corp.	0.85%
UPC Technology Corp. (Note 5)	Lien Hwa Industrial Holdings Corp.	31.93%
	Synnex Technology International Corp.	5.18%
	Lin, Kao-Huang	2.25%
	Mei An Investment Co., Ltd.	1.96%
	Yi Yuan Investment Co., Ltd	1.62%
	Liberty Stationery Corp.	1.55%
	Tsu Fung Investment Corp.	1.31%
	MiTAC International Corp.	1.22%
	Polunin Emerging Markets Small Cap Fund, LLC	1.15%
	Tong Da Investment Corp.	1.09%
Yi Yuan Investment	Overcome Holdings Ltd. (British Virgin Islands)	96.30%
	Other shareholders	3.70%
Yi Feng Investment Co., Ltd	Rich Cycle Ltd. (British Virgin Islands)	100.00%
Y.S Education Foundation (Note 6)	MiTAC International Corp.	10.00%
	Getac Holdings Corp.	10.00%
	Synnex Technology International Corp.	20.00%
	Lien Hwa Industrial Holdings Corp.	20.00%
	UPC Technology Corp.	20.00%
	Mix System Holdings Ltd.	20.00%
Lien Hwa Industrial Holdings Corp. Employee Welfare Committee	Non-corporate entity (N/A)	—

Note 1 : If any of the major shareholders listed in Table 1 is an institution, then the name of the institution must be provided.

Note 2 : Name the major shareholders (the top 10 owners) of corporate shareholders and their shareholding percentage.

Note 3 : If a corporate shareholder is not a company, the name of the shareholder and the shareholding ratio to be disclosed as previously mentioned shall be the name of the contributor or donor and the contribution or contribution ratio.

Note 4 : Information as of March 29, 2026.

Note 5 : Information as of March 28, 2026.

Note 6 : The shareholding ratio is the donation ratio.

2.1.1.1.Disclosure of information as professional qualifications and independent status of directors and independent directors

Qualification Name	Professional qualifications and experience	Independent status (Note 1)	Number of Other Public Companies in Which the Individual is Concurrently Serving as an Independent Director
Hwang, Ming-Hang	Possesses five or more years of work experience required for the Company's business and Have Work Experience in the Areas of Commerce, Law, Finance, or Accounting, or Otherwise Necessary for the Business of the Company. Contribute rugged computers for industry marketing, IT distribution and manufacturing knowledge, international business experience, joint and strategic alliance, and corporation governance. With good operational judgment, operational management skills, crisis management skills, knowledge of the electronic technology industry and R&D management, leadership, decision making skills and an understanding of international markets.	Independence Criteria (5)(6)(9)(10)(11)(12)	None
Tsai, Feng-Tzu	Possesses five or more years of work experience required for the Company's business and Have Work Experience in the Areas of Commerce, Law, Finance, or Accounting, or Otherwise Necessary for the Business of the Company. Contribute aerospace industry and manufacturing knowledge, international business experience, joint and strategic alliance, and expertise in venture capital with long-term investor perspective to the company. With good operational judgment, operational management skills, crisis management skills, knowledge of the technology industry, leadership, decision making skills and an understanding of international markets.	Independence Criteria (1)(3)(4)(5)(6)(7)(8) (9)(10)(11)(12)	None
Mitac International Corp. Rep. : Miao, Matthew Feng-Chiang	Possesses five or more years of work experience required for the Company's business and Have Work Experience in the Areas of Commerce, Law, Finance, or Accounting, or Otherwise Necessary for the Business of the Company. Contribute IT distribution and manufacturing knowledge, international business experience, joint and strategic alliance, and expertise in venture capital with long-term investor perspective to the company.	Independence Criteria (1)(3)(6)(7)(9)(11)	None
Mitac International Corp. Rep. : Lin, Chuan-Cheng	Possesses five or more years of work experience required for the Company's business and Have Work Experience in the Areas of Commerce, Law, Finance, or Accounting, or Otherwise Necessary for the Business of the Company. Contribute innovation and R&D management, IT distribution and manufacturing knowledge, international business experience, joint and strategic alliance. With good operational judgment, operational management skills, crisis management skills, knowledge of the technology industry, leadership, decision making skills and an understanding of international markets.	Independence Criteria (6)(8)(9)(10)(11)	None

Qualification Name	Professional qualifications and experience	Independent status (Note 1)	Number of Other Public Companies in Which the Individual is Concurrently Serving as an Independent Director
Mitac International Corp. Rep. : Yang, Hsiang-Yun (Change in the representative of the juristic director on January 17, 2026 (new appointment).)	Possesses five or more years of work experience required for the Company's business and Have Work Experience in the Areas of Commerce, Law, Finance, or Accounting, or Otherwise Necessary for the Business of the Company. Contribute IT distribution and manufacturing knowledge, international business experience, joint and strategic alliance, and expertise in venture capital with long-term investor perspective to the company. With good operational judgment, accounting and financial analysis, operational management skills, crisis management skills, knowledge of the technology industry, leadership, decision making skills and an understanding of international markets.	Independence Criteria (1)(2)(3)(4)(6)(7)(8) (9)(10)(11)	None
Lien Hwa Industrial Holdings Corp. Rep. : Miao, Scott Matthew	Possesses five or more years of work experience required for the Company's business and Have Work Experience in the Areas of Commerce, Law, Finance, or Accounting, or Otherwise Necessary for the Business of the Company. Contribute IT distribution and manufacturing knowledge, international business experience, and expertise in venture capital with long-term investor perspective to the company. With good operational judgment, operational management skills, crisis management skills, knowledge of the technology industry, leadership, decision making skills and an understanding of international markets.	Independence Criteria (1)(3)(5)(6)(7)(8)(9) (11)	None
Lin, Kuan-Ming (Independent Director)	Possesses five or more years of work experience required for the Company's business and Have Work Experience in the Areas of Commerce, Law, Finance, or Accounting, or Otherwise Necessary for the Business of the Company. Contribute business strategies management and expertise in venture capital, with good operational management skills, With good operational judgment, accounting and financial analysis, crisis management skills, knowledge of the technology industry, leadership, decision making skills and an understanding of international markets.	Independence Criteria (1)(2)(3)(4)(5)(6)(7) (8)(9)(10)(11)(12)	None
Lin, Long-Song (Independent Director)	Possesses five or more years of work experience required for the Company's business and Have Work Experience in the Areas of Commerce, Law, Finance, or Accounting, or Otherwise Necessary for the Business of the Company. Contribute technology of internet and communication industry and commercial development, with good operational management skills, crisis management skills, knowledge of the technology industry, leadership, decision making skills and an understanding of international markets.	Independence Criteria (1)(2)(3)(4)(5)(6)(7) (8)(9)(10)(11)(12)	None

Qualification Name	Professional qualifications and experience	Independent status (Note 1)	Number of Other Public Companies in Which the Individual is Concurrently Serving as an Independent Director
Chang, Chia-Hsin (Independent Director)	Public Accountant, or Other Professional or Technical Specialist Who has Passed a National Examination and been Awarded a Certificate in a Profession Necessary for the Business of the Company Possesses five or more years of work experience required for the Company's business and Have Work Experience in the Areas of Commerce, Law, Finance, or Accounting, or Otherwise Necessary for the Business of the Company. Having rich experience in the field of accounting and financial analysis capabilities, good operational judgment, crisis management skills, domain knowledge, leadership, decision-making skills and an understanding of international markets.	Independence Criteria (1)(2)(3)(4)(5)(6)(7) (8)(9)(10)(11)(12)	3
Wang, Po-Hsia (Independent Director)	Possesses five or more years of work experience required for the Company's business and Have Work Experience in the Areas of Commerce, Law, Finance, or Accounting, or Otherwise Necessary for the Business of the Company. Contribute innovation and R&D management, with good operational judgment, operational management skills, crisis management skills, knowledge of the technology industry, leadership, decision making skills and an understanding of international markets.	Independence Criteria (1)(2)(3)(4)(5)(6)(7) (8)(9)(10)(11)(12)	None

Note: According to the Rules Governing Review of Securities Listings as well as the Regulations Governing Appointment of Independent Directors and Compliance Matters for Public Companies, the Company has obtained the statement of independence for each independent director and confirms that all of them meet the independence requirements stipulated by laws and regulations. All directors not been any conditions defined in Article 30 of the Company Law.

Note1 : If the director meets any of the following criteria in the two years before being elected or during the term of office, please check "V" the corresponding boxes.

1. Not an employee of the company or any of its affiliates.
2. Not a director or supervisor of the company or any of its affiliates. Not apply to independent directors appointed in accordance with the Act or the laws and regulations of the local country by, and concurrently serving as such at, a public company and its parent or subsidiary or a subsidiary of the same parent.
3. Not a natural-person shareholder who holds shares, together with those held by the person's spouse, minor children, or held by the person under others' names, in an aggregate of one percent or more of the total number of issued shares of the company or ranking in the top 10 in holdings.
4. Not a spouse, relative within the second degree of kinship, or lineal relative within the third degree of kinship, of a managerial officer under subparagraph 1 or any of the persons in the preceding two subparagraphs.
5. Not a director, supervisor, or employee of a corporate shareholder that directly holds five percent or more of the total number of issued shares of the company, or that ranks among the top five in shareholdings, or that designates its representative to serve as a director or supervisor of the company under Article 27, paragraph 1 or 2 of the Company Act. Not apply to independent directors appointed in accordance with the Act or the laws and regulations of the local country by, and concurrently serving as such at, a public company and its parent or subsidiary or a subsidiary of the same parent.
6. If a majority of the company's director seats or voting shares and those of any other company are controlled by the same person: not a director, supervisor, or employee of that other company. Not apply to independent directors appointed in accordance with the Act or the laws and regulations of the local country by, and concurrently serving as such at, a public company and its parent or subsidiary or a subsidiary of the same parent.
7. If the chairperson, general manager, or person holding an equivalent position of the company and a person in any of those positions at another company or institution are the same person or are spouses: not a director (or governor), supervisor, or employee of that other company or institution. Not apply to independent directors appointed in accordance with the Act or the laws and regulations of the local country by, and concurrently serving as such at, a public company and its parent or subsidiary or a subsidiary of the same parent.
8. Not a director, supervisor, officer, or shareholder holding five percent or more of the shares, of a specified company or institution that has a financial or business relationship with the company. Not apply to independent directors appointed in accordance with the Act or the laws and regulations of the local country by, and concurrently serving as such at, a public company and its parent or subsidiary or a subsidiary of the same parent, if the specified company or institution holds 20 percent or more and no more than 50 percent of the total number of issued shares of the public company.
9. Not a professional individual who, or an owner, partner, director, supervisor, or officer of a sole proprietorship, partnership, company, or institution that, provides auditing services to the company or any affiliate of the company, or that provides commercial, legal, financial, accounting or related services to the company or any affiliate of the company for which the provider in the past 2 years has received cumulative compensation exceeding NT\$500,000, or a spouse thereof; provided, this restriction does not apply to a member of the remuneration committee, public tender offer review committee, or special committee for merger/consolidation and acquisition, who exercises powers pursuant to the Act or to the Business Mergers and Acquisitions Act or related laws or regulations.
10. Not having a marital relationship, or a relative within the second degree of kinship to any other director of the Company.
11. Not been a person of any conditions defined in Article 30 of the Company Law.
12. Not a governmental, juridical person or its representative as defined in Article 27 of the Company Law.

Note2 : No independent director of a public company may concurrently serve as an independent director of more than three other public companies.

2.1.1.2. Diversity and independence of the Board of Directors:

(1) Diversity of the Board of Directors:

Based on the policy of diversification and strengthening of corporate governance in order to promote the sound development of the Company's board composition and structure, the nomination of candidates for directors of the Company shall be adopted the candidate nomination system in accordance with the provisions of the Company's Articles of Incorporation. Each candidate's academic qualifications, work experience, professional background, integrity or relevant professional qualifications, and others are evaluated and considered. After the Board of Directors passed the resolution, the proposed nominees will be submitted to the Shareholders Meeting for election. The composition of the Board of Directors shall be determined based on the Company's operations, operational patterns and developmental needs, formulated appropriate diversification policies including but not limited to the following: ①Basic conditions and value: gender, age, nationality and culture. The Company is committed to promoting gender equality in the composition of its Board of Directors. To this end, it has set a target of having no less than one-third of board seats held by directors of any gender. As of the date of this report, two out of ten board members is female. The Company will continue to seek and appoint qualified and professional candidates to progressively enhance gender diversity on the Board and to meet relevant corporate governance standards. ②Professional knowledge and skills: operational judgment capability, accounting and financial analysis capability, business management capability, risk management capability, industry knowledge, international market outlook, leadership capability, and decision-making capability.

The current Board of Directors of the Company consists of ten directors. The specific management objectives of the board diversity policy and their achievement status are as follows:

Diversity management objectives	Diversity management objectives
The number of independent directors exceeds one third of the board seats (40% of the Independent Director)	V
It is advisable that the number of the directors who concurrently serve as the managers of the Company should not exceed one-third of the board seats.(20% of the directors with employee status)	V
At least half of the independent directors have served no more than three terms.	V
Adequate and diverse professional knowledge and skills	V
Company's board members include at least two different gender independent director	V

(2) The diversification of the board of directors of the Company is as follows:

Title	Name	Sex	Age	Nationality	Directors Who are Also Employees	Independent Director years of service			Operation Judgment	Accounting and financial analysis capacity	Corporate management capacity	Crisis management capacity	Industry Knowledge		International Market insight	Leadership capacity	Decision-making capacity
						Less than 3 years	3-9 years	More than 9 years					Technology	Venture Capital			
Chairman	Hwang, Ming-Hang	Male	61~70 years old	Republic of China	✓				✓		✓	✓	✓		✓	✓	✓
Vice Chairman	Tsai, Feng-Tzu	Male	71~80 years old	Republic of China					✓		✓	✓	✓		✓	✓	✓
Director	Miau, Matthew Feng-Chiang	Male	71~80 years old	US					✓		✓	✓	✓		✓	✓	✓
Director	Lin, Chuan-Cheng	Male	61~70 years old	Republic of China	✓				✓		✓	✓	✓		✓	✓	✓
Director	Yang, Hsiang-Yun (Note)	Female	61~70 years old	Republic of China					✓	✓	✓	✓	✓	✓	✓	✓	✓
Director	Miau, Scott Matthew	Male	51~60 years old	Republic of China					✓		✓	✓	✓		✓	✓	✓
Independent Director	Lin, Kuan-Ming	Male	71~80 years old	Republic of China				✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
	Lin, Long-Song	Male	61~70 years old	Republic of China			✓		✓		✓	✓	✓		✓	✓	✓
	Chang, Chia-Hsin	Male	61~70 years old	Republic of China			✓		✓	✓	✓	✓			✓	✓	✓
	Wang, Po-Hsia	Female	61~70 years old	Republic of China			✓		✓		✓	✓	✓		✓	✓	✓

Note : Change in the representative of the juristic director on January 17, 2026 (new appointment).

(3) Independence of the Board of Directors:

The Board of Directors of the Company consists of ten directors, of which four are independent directors and two directors who also hold employee status(40% and 20% of all directors, respectively). As of December 31,2025, all independent directors comply with the qualifications and regulations of the Securities and Futures Bureau. Among the members of the Board, except for two of the directors (Director Miau, Matthew Feng-Chiang and Director Miau, Scott Matthew), who are relatives within the second degree of kinship to each other, there is no marital relationship nor a relative within the second degree of kinship to any other directors of the Company. Therefore, none of the circumstances prescribed in paragraph 3 and paragraph 4, Article 26-3 of the Securities Exchange Act exist.

The Board of Directors therefore maintains its independence. Please refer to “Disclosure of information as professional qualifications and independent status of directors and independent directors.”

2.1.2 Information on Presidents, Vice Presidents, Assistant Presidents, and managers of each department and division

March 31, 2026

Title	Nationality	Name	Gender	Date Effective	Shareholding		Spouse & Minor Shareholding		Shareholding by Nominee Arrangement		Experience (Education)	Other Position	Managers who are Spouses or Within Two Degrees of Kinship			Remarks
					Shares	%	Shares	%	Shares	%			Title	Name	Relation	
President	Republic of China	Hwang, Ming-Hang	Male	2000.4.6	5,605,363	0.90%	0	0%	0	0%	M.S. of Electrical engineering, Utah State University, U.S.A. B.S. in Electrical engineering, National Taiwan University VP, MiTAC International Corp.	Director, Waffer Technology Corp. Director, MiTAC Advance Technology Corp.	None	None	None	Note
Vice President & CFO	Republic of China	Hsieh, Sue-Chuan	Female	2019.9.12	1,004,188	0.16%	0	0%	0	0%	M.S.in Finance, University of Wisconsin B.S in Accounting ,National Chung Hsing University Financial Associate, MiTAC International Corp. Vice President & CFO , Finance & Accounting Center, Getac Holdings Corp.	None	None	None	None	None
Chief Corporate Governance Officer	Republic of China	Sun, Wei-Hsing	Female	2021.5.12	75,000	0.01%	0	0%	0	0%	Master of Business Administration, Lancaster University, UK. Bachelor, College of Communication of Boston University, US Director of Corporate Relations Department and Corporate governance officer, Getac Holdings Corporation	None	None	None	None	None

Note : Where the President or person of an equivalent post (the highest level manager) and Chairman of the Board of Directors are the same person, spouses, or relatives within the first degree of kinship, the reason for, reasonableness, necessity thereof, and the measures adopted in response thereto (such as increasing the number of independent director seats, and more than half of all directors must not concurrently serve as employees or managers) must be disclosed :

The Company's chairperson and president aims to improve operational efficiency and the execution of decisions. To strengthen the Board's independence, the Company is actively training suitable candidates. Furthermore, the chairperson fully communicates the Company's recent condition, plans, and policies with directors to implement corporate governance. The Company had election of directors from 9 members to 10 members in May 22.2025, enhance the Board's capabilities and supervisory function by increasing the number of independent director seats. The Company currently has the following measures :

- The four independent directors have expertise in finance, accounting, and technology industry, thus ensure efficient supervision.
- The Company arranges directors to attend professional directors' courses of external institutions and holds regular communication meetings with departments every year to improve the operating efficiency of the board of directors.
- Independent directors can fully discuss and provide recommendations in functional committees to the Board of Directors in implementing corporate governance.
- Over half of the directors in the Board of Directors do not concurrently serve as an employee or executive officer.

2.2 Remuneration paid to directors, the general manager, and assistant general managers

Remuneration of Directors

2025

Unit: In thousands of New Taiwan Dollars

Title	Name	Remuneration								Amount and Ratio of Total Remuneration (A+B+C+D) and proportion of Net Income (%)		Relevant Remuneration Received by Directors Who are Also Employees								Amount and Ratio of Total Compensation (A+B+C+D+E+F+G) and proportion of Net Income (%)		Remuneration received from invested companies other than subsidiaries or the parent company (H)																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																							
		Base Compensation (A)		Severance Pay (B) (NOTE 1)		Directors Compensation(C) (NOTE 2)		Allowances (D)				Salary, Bonuses, and Allowances (E)		Severance Pay (F) (NOTE 1)		Employee Compensation (G) (NOTE 2)																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																													
		The company	All companies in the consolidated financial statements	The company	All companies in the consolidated financial statements	The company	All companies in the consolidated financial statements	The company	All companies in the consolidated financial statements	The company	All companies in the consolidated financial statements	The company	All companies in the consolidated financial statements	The company	All companies in the consolidated financial statements	The company		Companies in the consolidated financial statements		The company	All companies in the consolidated financial statements																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																								

Note : Change in the representative of the juristic director on January 17, 2026.

1. Please describe the policy, system, standard, and structure of remuneration to independent directors, and the correlation between duties, risk, and time input with the amount of remuneration:

For the remuneration of the directors and supervisors, it is for an amount no more than 1% of the earnings in accordance with Article 23 of the Articles of Association, compensations should be paid by considering the company's operating results and their contribution to the company's performance. The procedures for determining the remuneration are based on the "Regulations Governing Performance Evaluation of the Board of Directors" of the Company as a basis for evaluation. In addition to the company's overall operational performance, industry future business risks, development trends, and personal performance achievement rates and contribution to corporate performance are taken into account for determining a reasonable amount of compensation; also, review the remuneration system in a timely manner, depending on the actual operating conditions and relevant law and regulations, in order to balance the company's sustainable operation with risk control.

2. In addition to the above remuneration, director remuneration shall be disclosed as follows when received from companies included in the consolidated financial statements and reinvestment companies in the most recent year to compensate directors for their services, such as being independent contractors: None.

Range of Remuneration	Name of Directors			
	Total of (A+B+C+D)		Total of (A+B+C+D+E+F+G)+(H)	
	The company	All companies in the consolidated financial statements	The company	Parent company and All investees
Under NT\$ 1,000,000	Miau, Matthew Feng-Chiang /Chou, Teh-Chien/ Lien Hwa Industrial Holdings Corp.	Miau, Matthew Feng-Chiang /Chou, Teh-Chien/ Lien Hwa Industrial Holdings Corp.	Miau, Matthew Feng-Chiang /Chou, Teh-Chien/ Lien Hwa Industrial Holdings Corp.	Miau, Matthew Feng-Chiang /Chou, Teh-Chien/ Lien Hwa Industrial Holdings Corp.
NT\$1,000,000 (inclusive) to NT\$2,000,000(exclusive)	Hwang, Ming-Hang/ Tsai, Feng-Tzu/ Lin, Chuan-Cheng/ Miau, Scott Matthew/ Lin, Kuan-Ming / Lin, Long-Song/ Chang, Chia-Hsin/ Wang, Po-Hsia	Hwang, Ming-Hang/ Tsai, Feng-Tzu/ Lin, Chuan-Cheng/ Miau, Scott Matthew/ Lin, Kuan-Ming / Lin, Long-Song/ Chang, Chia-Hsin/ Wang, Po-Hsia	Tsai, Feng-Tzu / Miau, Scott Matthew/ Lin, Kuan-Ming / Lin, Long-Song/ Chang, Chia-Hsin/ Wang, Po-Hsia	Miau, Scott Matthew/ Lin, Kuan-Ming / Lin, Long-Song/ Chang, Chia-Hsin/ Wang, Po-Hsia
NT\$2,000,000 (inclusive) to NT\$3,500,000 (exclusive)	MiTAC International Corp.	MiTAC International Corp.	MiTAC International Corp.	MiTAC International Corp.
NT\$3,500,000 (inclusive) to NT\$5,000,000 (exclusive)				
NT\$5,000,000 (inclusive) to NT\$10,000,000 (exclusive)				
NT\$10,000,000 (inclusive) to NT\$15,000,000 (exclusive)				
NT\$15,000,000 (inclusive) to NT\$30,000,000 (exclusive)			Lin, Chuan-Cheng	Tsai, Feng-Tzu/ Lin, Chuan-Cheng
NT\$30,000,000 (inclusive) to NT\$50,000,000 (exclusive)			Hwang, Ming-Hang	Hwang, Ming-Hang
NT\$50,000,000 (inclusive) to NT\$100,000,000 (exclusive)				
Over NT\$100,000,000				
Total	12	12	12	12

Note 1 : Retirement pensions are all amount of appropriation.

Note 2 : It is the amount that has been resolved for distribution by the board of directors in the most recent year and will be reported in the shareholders' meeting.

Note 3 : The content of the remuneration disclosed in this form is different from the income concept of the Income Tax Act. Therefore, the purpose of this form is for information disclosure and not for tax purposes.

Remuneration of the President and Vice Presidents

2025

Unit: In thousands of New Taiwan Dollars

Title	Name	Salary(A)		Severance Pay (B) (Note1)		Bonuses and Allowances (C)		Employee Compensation(D) (Note2)				Amount and Ratio of total compensation (A+B+C+D) and proportion of net income (%)		Remuneration received from invested companies other than subsidiaries or the parent company (E)
		The company	All companies in the consolidated financial statements	The company	All companies in the consolidated financial statements	The company	All companies in the consolidated financial statements	The company		All companies in the consolidated financial statements		The company	All companies in the consolidated financial statements	
								Cash	Stock	Cash	Stock			
President	Hwang, Ming-Hang	12,300	12,300	108	108	31,411	37,733	900	0	900	0	44,719 0.86%	51,041 0.98%	312
Vice President &CFO	Hsieh, Sue-Chuan													

Range of Remuneration	Name of President and Vice Presidents	
	Total of (A+B+C+D)+(E)	
	The company	Parent company and All investees
Under NT\$ 1,000,000		
NT\$1,000,000 (inclusive) to NT\$2,000,000(exclusive)		
NT\$2,000,000 (inclusive) to NT\$3,500,000 (exclusive)		
NT\$3,500,000 (inclusive) to NT\$5,000,000 (exclusive)		
NT\$5,000,000 (inclusive) to NT\$10,000,000 (exclusive)		
NT\$10,000,000 (inclusive) to NT\$15,000,000 (exclusive)	Hsieh, Sue-Chuan	Hsieh, Sue-Chuan
NT\$15,000,000 (inclusive) to NT\$30,000,000 (exclusive)		
NT\$30,000,000 (inclusive) to NT\$50,000,000 (exclusive)	Hwang, Ming-Hang	Hwang, Ming-Hang
NT\$50,000,000 (inclusive) to NT\$100,000,000 (exclusive)		
Over NT\$100,000,000		
Total	2	2

Note 1 : Retirement pensions are all amount of appropriation.

Note 2 : It is the amount that has been resolved for distribution by the board of directors in the most recent year and will be reported in the shareholders' meeting.

Note 3 : The content of the remuneration disclosed in this form is different from the income concept of the Income Tax Act. Therefore, the purpose of this form is for information disclosure and not for tax purposes.

Names of management entitled to employee remuneration and amount entitled

2025

Unit: In thousands of New Taiwan Dollars

Title		Name	Employee Compensation - in Stock (Fair Market Value)	Employee Compensation - in Cash	Total	Ratio of Total Amount to Net Income (%)
Executive Officers	President	Hwang, Ming-Hang	0	1,100	1,100	0.02%
	Vice President &CFO	Hsieh, Sue-Chuan				
	Chief Corporate Governance Officer	Sun, Wei-Hsing				

Note : It is the amount that has been resolved for distribution by the board of directors in the most recent year and will be reported in the shareholders' meeting.

Comparison of Remuneration for Directors, Supervisors, President and Vice Presidents in the Most Recent Two Fiscal Years and Remuneration Policy for Directors, Supervisors, President and Vice Presidents

1. The ratio of total remuneration paid by the Company and by all companies included in the consolidated financial statements for the two most recent fiscal years to directors, president and vice presidents of the Company, to the net income.

Item Title	Total remuneration, as a percentage of net income stated in the parent company only financial reports			
	2025		2024	
	The company	Companies in the consolidated financial statements	The company	Companies in the consolidated financial statements
Directors	0.30%	0.30%	0.34%	0.35%
President and vice presidents	0.86%	0.98%	0.92%	1.03%

Note : Established an audit committee to replace supervisors, dismissed on May 31, 2019.

2.3 The state of the company's implementation of corporate governance

2.3.1 Board of Directors

The Board convened for 6 instances (A) in 2025. The attendance of the directors to the meetings is shown below:

Title	Name	Attendance in Person (B)	Attendance by proxy	Percentage of actual attendance (%) 【 B / A 】	Remarks
Chairman	Hwang, Ming-Hang	6	0	100%	Re-elected at the shareholders' meeting on May 22, 2025.
Vice Chairman	Tsai, Feng-Tzu	6	0	100%	
Director	MIC Rep. : Miau, Matthew Feng-Chiang	6	0	100%	
Director	MIC Rep. : Lin, Chuan-Cheng	6	0	100%	
Director	MIC Rep. : Chou, Teh-Chien (Note)	3	0	100%	Newly appointed at the shareholders' meeting on May 22, 2025
Director	LHIHC Rep. : Chou, Teh-Chien	2	1	67%	Term ended at the shareholders' meeting on May 22, 2025
Director	LHIHC Rep. : Miau, Scott Matthew	6	0	100%	Re-elected at the shareholders' meeting on May 22, 2025.
Independent director	Lin, Kuan-Ming	6	0	100%	
	Lin, Long-Song	6	0	100%	
	Chang, Chia-Hsin	6	0	100%	
	Wang, Po-Hsia	6	0	100%	

Note : Change in the representative of the juristic director on January 17, 2026.

Other mentionable items:

I. If any of the following circumstances occur, the dates of the meetings, sessions, contents of motion, all independent directors' opinions and the company's response should be specified:

(I) Matters referred to in Article 14-3 of the Securities and Exchange Act.

Board of Directors' meeting			Opinions of the Independent Directors	The Company's response towards independent director's opinions
Date	Term	Subject Matter		
2025.01.14	2025 1 st session	The proposal of the Company's 2024 performance evaluation and remuneration distribution for the management (except for the President) and the employees who are also the Directors.	No objection	None
		The proposal of the Company's 2024 performance evaluation and remuneration distribution for the President.	No objection	None
		Proposal for the Appointment of the Company's Chief Internal Auditor	No objection	None
2025.02.27	2025 2 st session	The proposal of the Company's 2025 performance evaluation and remuneration plan for the management (except for the President) and the employees who are also the Directors.	No objection	None
		The proposal of the Company's 2025 performance evaluation and remuneration plan for the President.	No objection	None
		The proposal of the Company valuated that certified public accountants meet the criteria of independence and eligibility.	No objection	None

Board of Directors' meeting			Opinions of the Independent Directors	The Company's response towards independent director's opinions
Date	Term	Subject Matter		
2025.05.09	2025 3 st session	The proposal of the Company's intending to issue the 10th employee stock warrants.	No objection	None
2025.08.13	2025 5 st session	The proposal of the Company's 10th employee stock warrant for the management (except for the President) and the employees who are also the Directors.	No objection	None
		The proposal of the Company's 10th employee stock warrant for subscription available to the President.	No objection	None
2025.11.12	2025 6 st session	Proposal for amendments to the "Internal Control System" and "Internal Audit Implementation Rules".	No objection	None

(II) Other matters involving objections or expressed reservations by independent directors that were recorded or stated in writing that require a resolution by the board of directors. : None.

II. If there are directors' avoidance of motions in conflict of interest, the directors' names, contents of motion, causes for avoidance and voting should be specified:

Board of Directors's meeting Date and Term	Avoid the conflict of interest Name of director	Subject Matter	Reasons for the avoidance of the conflict of interest	Participating in deliberation
2025.01.14	Lin, Chuan-Cheng	The proposal of the Company's 2024 performance evaluation and remuneration distribution for the management (except for the President) and the employees who are also the Directors	Concurrently serving as employee	Passed unanimously as proposed by all attending directors entitled to vote.
	Hwang, Ming-Hang	The proposal of the Company's 2024 performance evaluation and remuneration distribution for the President	Concurrently serving as President	The Vice Chairman, Francis Tsai, of the board of directors was acting as the chairman of the board. The proposal was passed unanimously after consulting other directors who had no objection raised.
2025.02.27	Lin, Chuan-Cheng	The proposal of the Company's 2025 performance evaluation and remuneration plan for the management (except for the President) and the employees who are also the Directors.	Concurrently serving as employee	Passed unanimously as proposed by all attending directors entitled to vote.
	Hwang, Ming-Hang	The proposal of the Company's 2025 performance evaluation and remuneration plan for the President.	Concurrently serving as President	The Vice Chairman, Francis Tsai, of the board of directors was acting as the chairman of the board. The proposal was passed unanimously after consulting other directors who had no objection raised.
2025.08.13	Lin, Chuan-Cheng	The proposal of the Company's 10th employee stock warrant for the management (except for the President) and the employees who are also the Directors.	Concurrently serving as employee	Passed unanimously as proposed by all attending directors entitled to vote.
	Hwang, Ming-Hang	The proposal of the Company's 10th employee stock warrant for subscription available to the President.	Concurrently serving as President	The Director, Teh-Chien, Chou, of the board of directors was acting as the chairman of the board. The proposal was passed unanimously after consulting other directors who had no objection raised.

III.Information on the Board’s self (or peer) evaluation cycles, evaluation periods, scope, method and content of evaluation:

Status of Board evaluation:

Cycle	Period	Scope	Method	Content
Once a year	Jan. 1, 2025 ~ Dec.31, 2025	1.Board of Directors 2.Individual Board members 3.Compensation Committee 4.Audit Committee 5.ESG Committee	1.Board self- evaluation 2.Board member self- evaluation 3.Functional Committee member self- evaluation	I. The performance assessment of the board of directors 1.The degree of participation in the company's operations. 2.Improvement in the quality of decision making by the board of directors. 3.The composition and structure of the board of directors. 4.The election of the directors and their continuing professional education. 5.Internal controls. II. The performance assessments of board members 1.Their grasp of the company's goals and missions. 2.Their recognition of director's duties. 3.Their degree of participation in the company's operations. 4.Their management of internal relationships and communication. 5.Their professionalism and continuing professional education. 6.Internal controls. III. The performance assessments of a functional committee 1.Their degree of participation in the company's operations. 2.Their recognition of the duties of the functional committee. 3.Improvement in the quality of decision making by the functional committee. 4.The composition of the functional committee, and election and appointment of committee members. 5.Internal control.

In the 2025 performance evaluation result, the Board of Directors, individual board members and Functional Committee’s performance were deemed excellent and superb, indicating that the overall operation of the Board met corporate governance standards. The Chief Corporate Governance Officer reported the results of his assessment to the Board of Directors on February 26, 2026.

IV.Enhancements to the functionality of board of directors in the current and the most recent year (e.g., establishment of an Audit Committee, improvement of information transparency, etc), and the progress of such enhancements :

- (I) In order to establish a good corporate governance system of the board of directors, improve supervision functions and strengthen management functions. The Company has established a 「Board of Directors Meeting Procedure」 and implemented accordingly.
- (II) The Company has immediately disclosed the attendance and training of the Board Directors to the investors on the Market Observation Post System, and has voluntarily disclosed important resolutions of the Board on the company’s website to effectively enhance information transparency.
- (III) The Company has established an “Regulations for the Evaluation of the Performance of the Board” and the board of directors performs at least one times performance evaluation at each year.
- (IV) The company will fortify the functions of the Board of Directors in responding to applicable legal rules and the requirements of corporate governance.

2.3.2 Audit Committee

1. Four Independent Directors shall be elected on the General Shareholders' Meeting, and the four Independent Directors shall form the Audit Committee. The Committee shall convene meetings at least 4 times per year, and are responsible for the fair presentation of the Company's financial statements, the selection (release) of CPAs and their independence and evaluation, the effective implementation of internal control, the Company's compliance with relevant laws and regulations, and the management control of the Company's existing or potential risks. Main duties are as follows:

- (1) The adoption of or amendments to the internal control system pursuant to Article 14-1 of the Securities and Exchange Act.
- (2) Assessment of the effectiveness of the internal control system.
- (3) The adoption or amendment, pursuant to Article 36-1 of the Securities and Exchange Act, of the procedures for handling financial or business activities of a material nature, such as acquisition or disposal of assets, derivatives trading, loaning of funds to others, and endorsements or guarantees for others.
- (4) Matters in which a director is an interested party.
- (5) Asset transactions or derivatives trading of a material nature.
- (6) Loans of funds, endorsements, or provision of guarantees of a material nature.
- (7) The offering, issuance, or private placement of equity-type securities.
- (8) The hiring or dismissal of a certified public accountant, or their compensation.
- (9) The appointment or discharge of a financial, accounting, or internal audit officer.
- (10) The annual financial report signed or sealed by the chairman of the board of directors, the manager and the accounting officer
- (11) Other material matters as may be required by this Corporation or by the competent authority.

2. Performance of Audit Committee :

The Audit Committee convened for 4 meetings (A) in 2025. The attendance of the independent directors to the meetings is shown below:

Title	Name	Attendance in Person (B)	Attendance by proxy	Percentage of actual attendance (%) 【B / A】	Remarks
Convener and Independent Directors	Chang, Chia-Hsin	4	0	100%	Re-elected at the shareholder s’ meeting on May 22, 2025.
Independent Directors	Lin, Kuan-Ming	4	0	100%	
Independent Directors	Lin, Long-Song	4	0	100%	
Independent Directors	Wang, Po-Hsia	4	0	100%	
Other matters that require reporting:					
I. If any of the following circumstances occur, the dates of meetings, Terms, contents of motion, resolutions of the Audit Committee and the Company’s response to the Audit Committee’s opinion should be specified:					

(I) Matters referred to in Article 14-5 of the Securities and Exchange Act.

Audit Committees' meeting			Independent director's opinions or objections	Resolution of the Audit Committee	The Company's response to the opinion of the Audit Committee
Date	Term	Subject Matter			
2025.02.27	2025 1 st session	Completed preparation of the Company's 2024 business report and financial statements	None	Approved by all Committee members present in the meeting.	None
		The proposal of the Company valuated that certified public accountants meet the criteria of independence and eligibility.			
		Issue the company's "Declaration of Internal Control"			
2025.05.09	2025 2 st session	Proposal for the Financial Report of the First Quarter of 2025.			
		The proposal of the Company's intending to issue the 10th employee stock warrants.			
2025.08.13	2025 3 st session	Proposal for the Financial Report of the Second Quarter of 2025.			
		The proposal of the Company's 10th employee stock warrant (except for the President) for subscription available to the award list of employees.			
2025.11.12	2025 4 st session	Proposal for the Financial Report of the Third Quarter of 2025.			
		Proposal for amendments to the "Internal Control System" and "Internal Audit Implementation Rules".			

(II) In addition to the aforementioned motions, other motions without approval by the Audit Committee but passed by the Board with 2/3 of the Directors: None.

II. For the status of independent directors' recusal with respect to relationship of interest, the names, agenda items, reasons to enter recusal, and status of voting shall be stated: None.

III. Communication between independent directors and the chief internal auditor and CPAs (must include material matters of communication, methods, results relating to the Company's financial reports and business conditions):

Date	Material	Matters of communication	Suggestions and implementation
2025.02.27	Audit committee	I. Audit activities : 1. Self-assessment of internal control-2024 Annual Summary Report 2. Audit Execution Plan-2025Q1	None
2025.05.09	Audit committee	I. Audit activities : 1. Results of the audit program – 2025Q1 2. Audit Execution Plan-2025Q2	None
2025.08.13	Audit committee	I. Audit activities : 1. Results of the audit program – 2025Q2 2. Audit Execution Plan-2025Q3	None
2025.11.12	Audit committee	I. Audit activities : 1. Results of the audit program – 2025H2 2. Proposal for amendments to the "Internal Control System" and "Internal Audit Implementation Rules". 3. Report on the ethical management. 4. Audit Execution Plan-2026	None
2025.12.12	Communication Meeting	I. CPA's audit report : 1. Audit Quality Indicators (AQIs) and Non-Assurance Services Reports II. Audit activities : 1. 2025 CSA Implementation in Getac Group and Major FSC Actions on Internal Control Deficiencies	None

2.3.3 Corporate governance implementation status and deviations from Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies and reasons:

Evaluation Item	Implementation Status			Deviations from “the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Abstract Illustration	
1.Does the company establish and disclose the Corporate Governance Best-Practice Principles based on “Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies”?	V		The Company has established the “Corporate Governance Best-Practice Principles” according to the “Corporate Governance Best-Practice Principles for TWSE/GTSM Listed Companies” and has it disclosed on the company’s website and Market Observation Post System.	Compliant with the rationale and practices of “Corporate Governance Best-Practice Principles for TWSE/TPEX Listed ” Companies.”
2.Shareholding structure & shareholders’ rights (1)Does the company establish an internal operating procedure to deal with shareholders’ suggestions, doubts, disputes and litigations, and implement based on the procedure?	V		The Company has a spokesperson and acting spokesperson system to properly handle shareholder suggestions, doubts, and disputes.	Compliant with the rationale and practices of “Corporate Governance Best-Practice Principles for TWSE/TPEX Listed ” Companies.”
(2)Does the company possess the list of its major shareholders as well as the ultimate owners of those shares?	V		The Company can handle the major shareholders who actually control the Company and can obtain a list of the controlling major shareholders; in accordance with the statutory requirements, the actual shareholdings and the changes in the shareholdings of the directors and major shareholders should be reported on a monthly basis.	
(3)Does the company establish and execute the risk management and firewall system within its conglomerate structure?	V		The Company has established procedures for related party transaction and rules governing the operations of subsidiaries in the internal control system in accordance with relevant law and regulations. In addition to the self-inspection operations, the audit unit performs annual audits based on the annual audit plan The Board of Directors and the management also regularly and occasionally review the results of the self-inspection of each department and the audit report of the auditing unit, implement the internal control system of the company, and establish a sound financial, business, and accounting management system in line with the relevant provisions of the public offering company, and strengthen the management of the associates and implement the necessary control mechanisms to reduce operational risk. The transactions with related companies are based on the principle of fairness and reasonableness, and the operating procedures for the financial transactions conducted with the related party are also stipulated accordingly.	

Evaluation Item	Implementation Status			Deviations from “the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Abstract Illustration	
(4)Does the company establish internal rules against insiders trading with undisclosed information?	V		The Company has established the “Procedures for Handling Material Inside Information” and “Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies” to regulate the confidentiality obligations of insiders on important information, and may not use such confidential information to obtain abnormal benefits for themselves or anyone, and to advocate such information confidentiality to the Board of Directors, Managers, and other persons who have been informed of important information within the company due to their identity, position, or control relationship in order to substantiate the system and to provide relevant law and regulations to the parties for compliance when they take office.	Compliant with the rationale and practices of “Corporate Governance Best-Practice Principles for TWSE/TPEX Listed ” Companies.”
3. Composition and Responsibilities of the Board of Directors (1)Does the Board established a diversity policy, specific management goals and implemented it accordingly	V		The diversification of board members is stipulated in Article 20 of the Company’s “Corporate Governance Best-Practice Principles for Companies” and disclosed on the company’s website. The practice of the Board for this end is shown below: 1. The Board of Directors discloses the diversified policies on the composition of its members on the Company's website and MOPS. 2. Please refer to the “Diversity and independence of the Board of Directors” section in page 13~14 of the annual report for the Board’s diversity policy and specific management objectives and the implementation thereof.	Compliant with the rationale and practices of “Corporate Governance Best-Practice Principles for TWSE/TPEX Listed ” Companies.”
(2)Does the company voluntarily establish other functional committees in addition to the Remuneration Committee and the Audit Committee?	V		The company has set up a Remuneration Committee and a Audit Committee. The company upgraded former " Sustainable Development Committee" from management to board level on November 9,2022, with at least half of the members being independent directors. The company will also set up other types of functional committees according to the actual needs of the company.	

Evaluation Item	Implementation Status			Deviations from “the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Abstract Illustration	
(3) Does the company establish a standard to measure the performance of the Board and implement it annually, and are performance evaluation results submitted to the Board of Directors and referenced when determining the remuneration of individual directors and nominations for reelection?	V		<p>The Board of Directors of the Company has established the “Regulations Governing Performance Evaluation of the Board of Directors,” and the Board of Directors shall perform at least one internal performance evaluation at the end of each year. The results of the board performance evaluation have been reported to the Board of Directors on February 26, 2026, which are disclosed in the “Corporate Governance” section of the company’s website for reference. For the remuneration of the directors and supervisors, it is for an amount no more than 1% of the earnings in accordance with Article 23 of the Articles of Association, compensations should be paid by considering the company’s operating results and their contribution to the company’s performance. The procedures for determining the remuneration are based on the “Regulations Governing Performance Evaluation of the Board of Directors” of the Company as a basis for evaluation. In addition to the company’s overall operational performance, industry future business risks, development trends, and personal performance achievement rates and contribution to corporate performance are taken into account for determining a reasonable amount of compensation and nomination of individual directors; also, review the remuneration system in a timely manner, depending on the actual operating conditions and relevant law and regulations, in order to balance the company’s sustainable operation with risk control.</p> <p>Please refer to the description of the the company's implementation of Board of Directors in Chapter II of the annual report.</p>	Compliant with the rationale and practices of “Corporate Governance Best-Practice Principles for TWSE/TPEX Listed ” Companies.”
(4) Does the company regularly evaluate the independence of CPAs?	V		<p>The Company assesses the independence and suitability of CPAs at least once a year, with regard to their professional qualifications, their seniority in audit services, whether they are the interested parties of the Company (e.g. investing in the Company or holding a position in the Company), whether they have kinship relations with the Company's person in charge or managers, whether there is regular training, whether the CPAs and the accounting firm have sufficient manpower and time for audit tasks, and charge the services reasonably for evaluation. After obtaining the CPA's statement, and evaluation of Audit Quality Indicators (AQIs) about CPA Liu, Chien-Yu and Li, Tien-Yi, of PwC Taiwan, they are confirmed all in line with the company’s independence and suitability evaluation criteria. The evaluation results was reported to the Audit Committee and the Board of Directors on January 16, 2026.</p>	

Evaluation Item	Implementation Status			Deviations from “the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons															
	Yes	No	Abstract Illustration																
4.Does the company appoint a suitable number of competent personnel and a supervisor responsible for corporate governance matters (including but not limited to providing information for directors and supervisors to perform their functions, assisting directors and supervisors with compliance, handling work related to meetings of the board of directors and the shareholders' meetings, and producing minutes of board meetings and shareholders' meetings)?	V		<p>(I) In order to implement corporate governance and promote the effective function of the Board, the Company has approved the appointment of Irene Sun as Chief Corporate Governance Officer of the Company on May 12, 2021 by the Board. The Chief Corporate Governance Officer is the highest executive in charge of corporate governance related matters. The corporate governance personnel responsible for the corporate governance business of each relevant unit are responsible for various matters of corporate governance.</p> <p>(II) Implementation of major duties :</p> <p>1. Handling of matters relating to board of directors meetings and shareholders meetings in compliance with law;</p> <p>2. Preparation of minutes of the board of directors meetings and shareholders meetings;</p> <p>3. Assistance in onboarding and continuing education of the directors;</p> <p>4. Provision of information required for performance of duties by the directors;</p> <p>5. Assistance in the directors' compliance of law</p> <p>6. Reporting to the board of directors the results of the evaluation conducted to determine if the qualifications of the independent directors meet relevant laws, regulations, and guidelines at the time of their nomination and appointment and during their term of office.</p> <p>7. Handling matters relating to change of directors.</p> <p>8. Other matters described or established in the articles of incorporation or under contract.</p> <p>(III) Chief Corporate Governance Officer’ training records</p> <table><tr><th>Organization</th><th>Course name</th><th>Study hours</th></tr><tr><td>Taiwan Institute of Directors</td><td>Co-Creating a Sustainable Future: Global ESG Trends</td><td>3</td></tr><tr><td>Taiwan Stock Exchange Corporation</td><td>2025 Cathay Sustainable Finance and Climate Change Summit</td><td>3</td></tr><tr><td>Taiwan Stock Exchange Corporation</td><td>2025 Strengthening Taiwan’s Capital Market Summit</td><td>3</td></tr><tr><td>Financial Supervisory Commission</td><td>The 15th Taipei Corporate Governance Forum</td><td>6</td></tr></table>	Organization	Course name	Study hours	Taiwan Institute of Directors	Co-Creating a Sustainable Future: Global ESG Trends	3	Taiwan Stock Exchange Corporation	2025 Cathay Sustainable Finance and Climate Change Summit	3	Taiwan Stock Exchange Corporation	2025 Strengthening Taiwan’s Capital Market Summit	3	Financial Supervisory Commission	The 15th Taipei Corporate Governance Forum	6	Compliant with the rationale and practices of “Corporate Governance Best-Practice Principles for TWSE/TPEX Listed ” Companies.”
Organization	Course name	Study hours																	
Taiwan Institute of Directors	Co-Creating a Sustainable Future: Global ESG Trends	3																	
Taiwan Stock Exchange Corporation	2025 Cathay Sustainable Finance and Climate Change Summit	3																	
Taiwan Stock Exchange Corporation	2025 Strengthening Taiwan’s Capital Market Summit	3																	
Financial Supervisory Commission	The 15th Taipei Corporate Governance Forum	6																	

Evaluation Item	Implementation Status			Deviations from “the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Abstract Illustration	
5.Does the company establish a communication channel and build a designated section on its website for stakeholders (including but not limited to shareholders, employees, customers, and suppliers), as well as handle all the issues they care for in terms of corporate social responsibilities?	V		The Company sets up the communication channel of the “Stakeholders” section on the company website with Investors, ESG Report and contact information. On the company website, interested parties show the category of economics, social and environmental information, and ESG Report has been download for reference. Investor Relations : https://en.getacgroup.com/investors/ ESG report : https://en.getacgroup.com/sustainability/download.php?index_m_id=2 Sustainability Communication : https://en.getacgroup.com/sustainability/index.php?index_id=71 “Stakeholders” section : https://en.getacgroup.com/contact/contact.php	Compliant with the rationale and practices of “Corporate Governance Best-Practice Principles for TWSE/TPEX Listed ” Companies.”
6.Does the company appoint a professional shareholder service agency to deal with shareholder affairs?	V		The shareholders’ meeting of the Company has appointed the professional stock transfer agency of CTBC Bank Co., Ltd. to handle the affairs of the shareholders’ meeting.	Compliant with the rationale and practices of “Corporate Governance Best-Practice Principles for TWSE/TPEX Listed ” Companies.”
7.Information Disclosure (1) Does the company have a corporate website to disclose both financial standings and the status of corporate governance?	V		The Company has a website https://en.getacgroup.com/ setup with the relevant information, such as, financial information, press releases, corporate governance rules, and incorporated person briefings disclosed in the “Investor Relations” section.	Compliant with the rationale and practices of “Corporate Governance Best-Practice Principles for TWSE/TPEX Listed ” Companies.”
(2) Does the company have other information disclosure channels (e.g. building an English website, appointing designated people to handle information collection and disclosure, creating a spokesman system, webcasting investor conferences)?	V		The Company also has an English website that is handled by the designated personnel who are responsible for the collection and disclosure of company information. Apart from designating a spokesperson, the Company also has an acting spokesperson system to disclose relevant information in accordance with the law. The relevant incorporated person briefing process is also immediately announced to the investors in the “Market Observation Post System” for their information and inquiry.	

Evaluation Item	Implementation Status			Deviations from “the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Abstract Illustration	
(3) Does the company announce and report annual financial statements within two months after the end of each fiscal year, and announce and report Q1, Q2, and Q3 financial statements, as well as monthly operation results, before the prescribed time limit?	V		The Company completed the announcement and filing of its annual financial statements, 1st, 2nd, and 3rd quarters financial statements, as well as monthly operating results prior to the prescribed deadlines.	Compliant with the rationale and practices of “Corporate Governance Best-Practice Principles for TWSE/TPEX Listed ” Companies.”
8. Is there any other important information to facilitate a better understanding of the company’s corporate governance practices (e.g., including but not limited to employee rights, employee wellness, investor relations, supplier relations, rights of stakeholders, directors’ and supervisors’ training records, the implementation of risk management policies and risk evaluation measures, the implementation of customer relations policies, and purchasing insurance for directors and supervisors)?	V		<p>(I) Employee rights Please refer to the description of the labor relations in Chapter IV of the annual report.</p> <p>(II) Employee wellness Please refer to the description of the labor relations in Chapter IV of the annual report.</p> <p>(III) Investor Relations The Company adheres to the principle of fairness and information disclosure, and strives to be transparent in corporate governance. The Company also regularly publishes relevant operational and financial related information of the company to shareholders and stakeholders, and sets up a system of spokespersons and acting spokespersons as a communication bridge between the company and shareholders in order to fulfill the company’s responsibility and obligation in information disclosure. There are also dedicated investor relations staffs and email addresses available to handle suggestions and questions from investors.</p> <p>(IV) Supplier relations 1. The Company’s relationship with suppliers is stable and good. With years of complete and rich industry experience, we have developed a long-term good and stable cooperation with suppliers to ensure that the supply of key components is sufficient. 2. Establish first-hand technical communication and R&D with suppliers, lead the industry to introduce cutting-edge high-performance products; exchange ideas of technologies with the markets occasionally, and act as a pioneer and leader in new technology development continuously; when new key components are marketed or changed in version, cooperate with suppliers to develop and test early in order to ensure the resilience of the product launch.</p>	Compliant with the rationale and practices of “Corporate Governance Best-Practice Principles for TWSE/TPEX Listed ” Companies.”

Evaluation Item	Implementation Status			Deviations from “the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons								
	Yes	No	Abstract Illustration									
			<p>(V) Rights of stakeholders The Company handles matters, such as, shareholders, corresponding banks and creditors, employees, consumers, etc., and can provide services and protect their equities through the stock affair agents, dedicated investor relations personnel and e-mail, employee relations officers, and other pipelines.</p> <p>(VI) Directors’ training records All the Directors of the Company have respective professional background in the industry. Information on the continuing education of the Directors 2025 is shown at MOPS in the section of “Corporate Governance” for the reference of the investors at any time.</p> <p>(VII) Risk management policies,practices, and risk assessment standards Various risk management and assessments are conducted pursuant to the "Risk Management Policies and Procedures," approved by the board of directors, and the operation is reported to the board of directors at least once a year. Please refer to the implementation status of " 2.3.5 Promotion of Sustainable Development " Evaluation Item 2 in its annual report.</p> <p>(VIII) Execution of customer policy The Company’s customers are mostly well-known brand information manufacturers. We provide customers with perfect and prompt after-sales service and technical support to grasp the latest market trends in major sales regions, and set up maintenance service centers and rear assembly centers around the world to enhance their global competitiveness in all major markets.</p> <p>(IX) Insurance against directors’ liabilities In accordance with Article 14 of the Articles of Association of the Company, the Company has acquired liability insurance for directors, and announced it in the MOPS for reference by shareholders and investors as follows:</p> <table><tr><td>The insurer</td><td>The insured</td><td>The amount insured</td><td>Term of policy (starting and ending)</td></tr><tr><td>Fubon Insurance Co., Ltd.</td><td>All Directors</td><td>NT\$ 155,700 thousand</td><td>November 15, 2025 to November 15,2026</td></tr></table>	The insurer	The insured	The amount insured	Term of policy (starting and ending)	Fubon Insurance Co., Ltd.	All Directors	NT\$ 155,700 thousand	November 15, 2025 to November 15,2026	
The insurer	The insured	The amount insured	Term of policy (starting and ending)									
Fubon Insurance Co., Ltd.	All Directors	NT\$ 155,700 thousand	November 15, 2025 to November 15,2026									

Evaluation Item	Implementation Status			Deviations from “the Corporate Governance Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Abstract Illustration	

9. Please explain the improvements which have been made in accordance with the results of the Corporate Governance Evaluation System released by the Corporate Governance Center, Taiwan Stock Exchange, and provide the priority enhancement measures.

(1) Response to the Corporate Governance Evaluation Result: :

12th Evaluation Indicators	Priority improvement plan and measures
Has the company invest resources to support domestic cultural development, and disclose the methods and results of that support on the company's website or in its annual report or sustainability report?	The Company has invested resources to support domestic cultural development and has disclosed the methods and results of such support on the Company's website and/or in its annual report or sustainability report.
Has the company disclose its policy on the connection between senior managerial officer remuneration and ESG-related performance assessment?	The Company has disclosed its policy on the linkage between senior managerial officer remuneration and ESG-related performance assessment.
Has the company disclosed the types and annual emission volumes of Scope 3 greenhouse gases (GHG) for the past year?	The Company has disclosed the types and annual emission volumes of Scope 3 greenhouse gases (GHG) for the past year.
Has the company adopted an energy management plan, and disclosed the status of its implementation on the company's website or in its annual report or sustainability report? [If it has adopted ISO50001 or similar energy management system standards, and furthermore has obtained third-party certification, one additional point will be added to the total score.]	The Company has adopted an energy management plan in accordance with ISO 50001, has obtained third-party certification, and has disclosed the status of its implementation on the Company's website and sustainability report.
Has the company adopted an employee training and development program to enhance the career skills of employees, and disclosed its content and implementation status?	The Company has adopted an employee training and development program to enhance employees' career skills, and has disclosed its content and implementation status.
Has the company regularly conducted employee satisfactions surveys, and disclosed the status of implementation and plans for improvement?	The Company has regularly conducted employee satisfaction surveys and has disclosed the implementation status and plans for improvement.
Has the company adopted a personal data protection policy, and disclosed its content and implementation status?	The Company has adopted a personal data protection policy and has disclosed its content and implementation status.
Has the company established consumer or customer rights protection policies and complaint procedures regarding its products and services with respect to issues such as customer health and safety, marketing, or labeling?	The Company has established consumer and customer rights protection policies as well as complaint procedures regarding its products and services, including matters related to customer health and safety, marketing, and labeling.

(2) Matters required further improvements as stated in the Corporate Governance Evaluation Result and the measures to be taken :

The Company handles the self-evaluation of corporate governance according to the regulations of the competent authority. It has proposed priority improvement measures according to the current situation of the company for the various indicators that have not been reached, and gradually improved the corporate governance situation in order to improve the corporate governance image.

2.3.4 Disclosure of the organization, functions, and operation of the remuneration committee, if applicable

1. The Company established a Compensation Committee comprised of 4 outside experts who satisfied criteria of professionalism and independence. The committee holds meetings at least twice a year and exercises the following authorities in a professional and objective manner; its suggestions are raised for discussion in board meetings:

- (1) Review and revise the committee charter on a regular basis, and make necessary suggestions.
- (2) Stipulate and regularly review the performance of the Company's Directors and managers; as well as the annual and long-term performance goal, compensation policies, systems, standards and structure.
- (3) Regularly evaluate the achievement of the Company's Directors and managers' performance goals, and determine the content and amount of their individual remuneration based on the evaluation results obtained from the performance evaluation.

2. Profiles of the Remuneration Committee members

Title	Conditions	Professional qualifications and experience	Independent status	Number of Other Public Companies in Which the Individual is Concurrently Serving as an Remuneration Committee Member
	Name			
Convener and Independent Directors	Lin, Kuan-Ming	Please refer to Disclosure of information on professional qualifications of directors and independence of independent directors on page 10~11 for the relevant content.	<ol style="list-style-type: none"> 1. Not an employee of the Company or any of its affiliates. 2. Not a director or supervisor of the Company or any of its affiliates (not applicable in cases where the person is an independent director of the Company, its parent company, subsidiary, or the subsidiary of the same parent company in accordance with the Act or with local laws). 3. Not a natural-person shareholder who holds shares, together with those held by the person's spouse, minor children, or held by the person under others' names, in an aggregate amount of one percent or more of the total number of issued shares of the company or ranks as one of its top ten shareholders. 4. Not a spouse, relative within the second degree of kinship, or lineal relative within the third degree of kinship of a manager in (1) or personnel in (2) and (3). 5. Not a director, supervisor, or employee of a corporate shareholder that directly holds 5% or of the Company's outstanding shares, is a top five shareholder, or appointed a representative as the Company's director or supervisor in accordance with Article 27, Paragraph 1 or 2 of the Company Act (not applicable in cases where the person is an independent director of the Company, its parent company, subsidiary, or the subsidiary of the same parent company in accordance with the Act or with local laws). 6. Not a director, supervisor, or employee of other companies controlled by the same person with over half of the Company's director seats or shares with voting rights (not applicable in cases where the person is an independent director of the Company, its parent company, subsidiary, or the subsidiary of the same parent company in accordance with the Act or with local laws). 	0
Independent Directors	Lin, Long-Song			0
Independent Directors	Chang, Chia-Hsin			3
Independent Directors	Wang, Po-Hsia			0

Title	Conditions	Professional qualifications and experience	Independent status	Number of Other Public Companies in Which the Individual is Concurrently Serving as an Remuneration Committee Member
	Name			
			<p>7. Not a director, supervisor, or employee of another company or institution who is the same person or spouse of the Company's chairperson, president or equivalent position (not applicable in cases where the person is an independent director of the Company, its parent company, subsidiary, or the subsidiary of the same parent company in accordance with the Act or with local laws).</p> <p>8. Shareholders (not applicable in cases where the specific company or institution holds 20% or more but less than 50% of the Company's outstanding shares, and is an independent director of the Company, its parent company, subsidiary, or the subsidiary of the same parent company in accordance with the Act or with local laws).</p> <p>9. Not a professional individual who, or an owner, partner, director, supervisor, or manager of a sole proprietorship, partnership, company, or institution that audited or provided commercial, legal, financial, or accounting services for total compensation not exceeding NT\$500,000 in the most recent two years to the company or to any affiliate of the company, or a spouse thereof, This does not apply to members of the Remuneration Committee, Public Tender Offer Review Committee, or Merger and Acquisition Special Committee performing duties in accordance with the Securities and Exchange Act or laws and regulations related to mergers and acquisitions.</p> <p>10. Not having any of the situations set forth in Article 30 of the Company Act of the R.O.C.</p>	

3. Attendance of Members at Remuneration Committee Meetings

(1) There are 4 members in the Company's Remuneration Committee.

(2) The term of office of the current members: From May 22, 2025 to May 21, 2028, there were 3 (A) Remuneration Committee meetings held in the most recent year (2025). The qualification and attendance of the members are as follows:

Title	Name	Attendance in Person(B)	By Proxy	Attendance Rate (%) 【B / A】	Remarks
Convener	Lin, Kuan-Ming	3	0	100%	Re-elected at the shareholders' meeting on May 22, 2025.
Committee Member	Lin, Long-Song	3	0	100%	
Committee Member	Chang, Chia-Hsin	3	0	100%	
Committee Member	Wang, Po-Hsia	1	0	100%	Newly appointed at the shareholders' meeting on May 22, 2025

Other mentionable items:

1. If the board of directors declines to adopt or modifies a recommendation of the remuneration committee, it should specify the date of the meeting, session, content of the motion, resolution by the board of directors, and the Company's response to the remuneration committee's opinion (eg., the remuneration passed by the Board of Directors exceeds the recommendation of the remuneration committee, the circumstances and cause for the difference shall be specified): None.
2. Resolutions of the remuneration committee objected to by members or expressed reservations and recorded or declared in writing, the date of the meeting, sessions, content of the motion, all members' opinions and the response to members' opinion should be specified: None.
3. The date and term of the Remuneration Committee's meetings held in the preceding year, the motions presented, the Committee's resolutions thereof, and the Company's corresponding actions.

The Remuneration Committees' meeting Date and term	Subject Matter	Resolution result	The Company's response to the remuneration committee's opinion
2025.01.06 2025 1st remuneration committee session	2024 Board of Directors' Performance Assessments Indicators	Unanimously approved by all the members in attendance and Submitted to the Board of Directors for approval by all the directors in attendance	None
	The proposal of the Company's 2024 performance evaluation and remuneration distribution for the management (except for the President) and the employees who are also the Directors		
	The proposal of the Company's 2024 performance evaluation and remuneration distribution for the President		
2025.02.27 2025 2 st remuneration committee session	Status of 2024 directors, compensation distribution.		
	The proposal of the Company's 2025 performance evaluation and remuneration plan for the management (except for the President) and the employees who are also the Directors		
	The proposal of the Company's 2025 performance evaluation and remuneration plan for the President.		
2025.08.13 2025 3 st remuneration committee session	The proposal of the Company's 10th employee stock warrant for the management (except for the President) and the employees who are also the Directors.		
	The proposal of the Company's 10th employee stock warrant for subscription available to the President.		

4. Explanation of the link between performance evaluation and remuneration of directors and managers

(1) Compensation policy, standards/packages, of the directors and executive managers :

A. According to Article 14 fo the Articles of Incorporation, directors remuneration authorize the board to determine the remuneration of Directors according to the recommendation from the Remuneration Committee of the Company and the general standards within the industry.

According to Article 23 of the Company's Articles of Incorporation, if the Company has profits for any fiscal year (profits means the profits before tax, excluding the amounts of employees' compensation and directors' remuneration), no more than 1% as directors' remuneration, with the distribution determined by the Board of Directors. However, an amount shall be set aside first to compensate cumulative losses, if any.

In accordance to "Rules for Performance Evaluation of Board of Directors" The performance is reviewed regularly and the evaluation indicators for directors are as follows:

- Their grasp of goals and missions.
- Their recognition of director's duties.
- Level of participation in the operation of the Company.
- Their management of internal relationships and communication.
- Directors' professionalism and continuing training.
- Internal control.

B. The Company's Remuneration Committee recommends managers' remuneration based on industry salary levels and internal managers' duties and responsibilities and submits it to the board of directors for approval to achieve competitiveness and internal balance. Incentive bonuses are also awarded based on the company's operating performance and individual work performance. According to Article 23 of the Company's Articles of Incorporation, if the Company has profits for any fiscal year, the Company shall allocate no less than 0.1% of such profits as employees' compensation (of which no less than 1% shall be distributed to rank-and-file employees), The performance evaluation indicators for managers are as follows :

Indicators	Description	Percentage
Financial indicators	Revene, profit target	70%~100%
Non-financial indicators	Key performance indicators of responsible functions	0%~30%
Sustainable Development indicators	Achievement of management objectives concerning significant sustainable management issues, such as regulatory compliance, customer service, economic performance, etc.	±5% Adj

- C. The Remuneration Committee determines the company's remuneration packages, including base salary, short-term bonuses (including performance bonuses and profit sharing), long-term bonuses, various benefits, and other benefits; its scope is consistent with the remuneration of directors and managers in the annual report.
- (2) The procedures for determining the remuneration :
- A. Directors' and managers' remuneration is reviewed periodically based on the "Regulations for the Evaluation of the Performance of the Board," and their performance evaluation results are then proposed to the Board of Directors for resolution.
- B. The performance evaluation and the remuneration of the Company's directors and managers are reviewed annually by the Remuneration Committee and the Board of Directors. In addition to individual performance achievement rates and contributions to the Company, the Company's overall operating performance, industry trends, and future risk exposure are also considered. The remuneration policy is reviewed in a timely based on operating conditions and relevant laws and regulations. The 2025 remuneration is recommended with reference to their performance evaluation results, the Company's operating performance, and the general standards of the industry and then proposed by the Remuneration Committee to the Board of Directors for resolution.
- (3) The relationship between operating performance and future risk exposure :
- A. The policies, systems, standards and structure with respect to the remuneration and the description of the correlation between the remuneration amount and the responsibility, risk and time devoted: The remuneration is recommended with reference to their performance evaluation results, the Company's operating performance, and the general standards of the industry and then proposed by the Remuneration Committee to the Board of Directors for resolution.
- B. The performance targets for managers are combined with risk management to ensure a balance between sustainable business operations and risk control. Performance ratings are based on performance and relate to salary and remuneration policies. Important decisions of the company's management are made after evaluating various risk factors. The results of the decisions are reflected in the company's profitability, and the management's remuneration is related to the performance of risk control.
5. The Company does not have a nomination committee in place.

2.3.5 Promotion of Sustainable Development

1. Promotion of Sustainable Development -Implementation Status and Deviations from the Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies and Reasons

Evaluation Item	Implementation Status			Deviations from “Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Abstract Illustration	
1.Does the Company establish a governance structure to promote sustainable development, established a dedicated (part-time) unit to promote sustainable development; and did the Board of Directors authorize senior management to handle it and report the supervisory status to the Board of Directors?	V		<p>Board of Directors :</p> <p>The Board of Directors serves as the highest governing body for the Company’s sustainability. It is responsible for reviewing and providing guidance on the Company’s overall sustainability strategies, policies, and objectives, and for overseeing material sustainability matters.</p> <p>Sustainability Committee :</p> <p>A Sustainability Committee has been established under the Board of Directors as a functional committee. In accordance with the overall strategic direction approved by the Board, the Committee assists the Board in coordinating, planning, and overseeing the implementation of sustainability-related initiatives by management.</p> <p>The Sustainability Committee comprises three members, chaired by Mr. Ming-Han Huang, Chairman of the Board, with two independent directors serving as standing members. Under the Committee, an Executive Promotion Team and several Functional Task Forces have been established.</p> <p>The Executive Promotion Team serves as the dedicated sustainability unit, responsible for driving and tracking the implementation of the Committee’s resolutions. The Functional Task Forces consist of seven groups, including the Corporate Governance Task Force, Employee and Social Engagement Task Force, Environmental Health and Safety Task Force, Supply Chain Management Task Force, Customer Relations Task Force, Risk Management Task Force, and Climate Change Risk Task Force. These task forces are responsible for promoting and executing the Company’s sustainability strategies and objectives. Members of each task force are appointed by the Committee Chair, with coordination from the general managers of respective subsidiaries.</p>	Compliant with the rationale and practices of “Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies”.

Evaluation Item	Implementation Status			Deviations from “Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Abstract Illustration	
			<p>Management :</p> <p>The management teams of each subsidiary serve as the first line of execution and accountability for sustainability and climate governance. Based on the strategies and objectives approved by the Board of Directors and the Sustainability Committee, they are responsible for planning and implementing specific action plans, ensuring that ESG principles, risk management, and climate considerations are effectively integrated into daily operations, internal control systems, and decision-making processes.</p> <p>The implementation progress and results are regularly reported to the Sustainability Committee of the parent company, ensuring effective execution and continuous oversight of sustainability and climate-related initiatives.</p> <p>Getac’s Sustainable Development Committee convenes meetings at least twice every year, and committee chair ensures relevant units to report to the Board of Directors regarding annual planning, implementation and achievements in sustainability. Five presentations were made to the Board of Directors in 2025. The Board of Directors’s meeting was held on January 14, February 27, May 9, August 13 and November 12, 2025, respectively.</p> <p>Major operations of the Sustainability Development Committee in 2025:</p> <ol style="list-style-type: none"> 1. Completion and publication of the 2024 Sustainability Report. 2. Preparation and reporting of the 2024 TCFD implementation report. 3. Planning of the 2025 Sustainability Report preparation process and third-party assurance plan. 4. Consolidation and reporting of stakeholder engagement implementation for 2025. 5. Formulation and promotion of the 2025 sustainability work plan. 	

Evaluation Item	Implementation Status			Deviations from “Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Abstract Illustration	
			6. Reporting on the 2025 risk management implementation, including the management of sustainability- and climate-related risks. 7. Revision of the Human Rights Policy to incorporate provisions related to product development, customer privacy, information security, and user rights. 8. Revision of the Company’s Sustainable Development Best Practice Principles to incorporate biodiversity considerations into impact assessment and management of operational activities, thereby strengthening governance of environmental sustainability risks and opportunities. 9. Evaluation and development of response strategies in light of the transition of corporate governance evaluations toward ESG-based assessments. 10. Consolidation and reporting of ESG performance in international ratings and assessments, including S&P, MSCI, FTSE, and CDP. 11. Tracking and reporting on the implementation progress of the IFRS sustainability disclosure project.	

Evaluation Item	Implementation Status			Deviations from “Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies” and Reasons								
	Yes	No	Abstract Illustration									
2.Does the company assess ESG risks associated with its operations based on the principle of materiality, and establish related risk management policies or strategies?	V		<div><p>In 2025, the Risk Management Committee members of the Company conducted the “Risk Scope Assessment” for Getac Holdings and its major subsidiaries, and the aggregate revenue of the disclosed scope has accounted for 90% of the Company’s total revenue. The risk assessment generated an operational risk matrix based on the degree of impact and likelihood: Operational Risk ® = Likelihood (L) * Impact (I)</p><p>The Company has completed the 2025 risk matrix analysis and proposed responsive measures, which were reported in the Board of Directors’ meeting on November 12, 2025. A total of 39 risk criteria, that is, 1 criteria, 11 criteria and 27 criteria for the high-, mid- and low-level risks, respectively. Details regarding the Board’s supervision of sustainable development, risk prevention and response measures are disclosed in the Company’s 2025 Sustainability Report and on its website.</p><table><tr><th>Risk Category</th><th>Type of Risk</th></tr><tr><td>Economic</td><td><div>● Political & Economic Perspective-2 Item</div><div>● Compliance of laws and regulations -2 Items</div><div>● Operation Management-2 Items</div><div>● Information Security Management-4 Items</div></td></tr><tr><td>Environmental</td><td><div>● Environmental Safety-1 Item</div></td></tr><tr><td>Social</td><td><div>● Human rights risk(Risk of personal information management)-1 Item</div></td></tr></table></div>	Risk Category	Type of Risk	Economic	<div>● Political & Economic Perspective-2 Item</div> <div>● Compliance of laws and regulations -2 Items</div> <div>● Operation Management-2 Items</div> <div>● Information Security Management-4 Items</div>	Environmental	<div>● Environmental Safety-1 Item</div>	Social	<div>● Human rights risk(Risk of personal information management)-1 Item</div>	Compliant with the rationale and practices of “Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies”.
Risk Category	Type of Risk											
Economic	<div>● Political & Economic Perspective-2 Item</div> <div>● Compliance of laws and regulations -2 Items</div> <div>● Operation Management-2 Items</div> <div>● Information Security Management-4 Items</div>											
Environmental	<div>● Environmental Safety-1 Item</div>											
Social	<div>● Human rights risk(Risk of personal information management)-1 Item</div>											

Evaluation Item	Implementation Status			Deviations from “Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Abstract Illustration	
3.Environmental issues (1)Does the Company establish an appropriate environmental management system according to its industrial characteristics?	V		The Company and the subsidiaries have obtained the certifications in environmental management systems relevant to our industry characteristics. This includes the ISO50001 energy management system, the ISO 14001 environment management system or equivalent, the ISO14064-1 greenhouse gas (GHG) validation and verification and the QC080000 hazardous substance process management (HSPM). We strive for environmental protection. Please refer to Chapter IV of this annual report for the list of the international standards we have been certified to (valid as of the publication date of the annual report) and the scopes of these standards.	Compliant with the rationale and practices of “Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies”
(2)Does the Company establish an appropriate environmental management system according to its industrial characteristics?	V		To tackle the increasingly daunting energy challenge and to minimize the impact on the ecosystem, Getac seeks to cherish resources, and our energy strategy is centered on carbon reduction and energy efficiency through improvements in manufacturing processes. By enhancing energy utilization efficiency, we aims to achieve a gradual annual reduction in both energy intensity and greenhouse gas emission intensity. To support this policy, six manufacturing sites have obtained ISO 50001 energy management system certification. Meanwhile, we also adopt measures in relation to the circular economy. In addition to cooperation with other industries to integrate energy resources by recycling and reuse of waste steam, we also engage in the R&D of notebook chassis recycling and have been increasing the use of recycled materials year over year. Currently, recycled plastics resins account for 23.4% of total plastic materials, while recycled industrial metals account for 72.0% of total metal materials, with a combined recycled material ratio of 54.2%. For details, please refer to The Company’s ESG Report.	

Evaluation Item	Implementation Status			Deviations from “Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Abstract Illustration	
(3) Does the company evaluate the potential risks and opportunities in climate change with regard to the present and future of its business, and take appropriate action to counter climate change issues?	V		<p>The Company follows the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) issued by the Financial Stability Board (FSB). In accordance with the four core pillars of climate-related financial disclosures—Governance, Strategy, Risk Management, and Metrics and Targets—the Company has established a climate governance framework to identify material climate-related risks and opportunities that may impact its operations, develop corresponding response strategies, and set measurable and manageable climate-related metrics and targets.</p> <p>The Company’s climate change risk and opportunity assessment results and corresponding response measures for 2025 have been disclosed in Section 4 “Climate Action” of the Company’s 2025 Sustainability Report.</p>	Compliant with the rationale and practices of “Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies”

Evaluation Item	Implementation Status			Deviations from “Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Abstract Illustration	
(4) Does the company take inventory of its greenhouse gas emissions, water consumption, and total weight of waste in the last two years, and implement policies on energy efficiency and carbon dioxide reduction, greenhouse gas reduction, water reduction, or waste management?	V		<p>The Company and its major subsidiaries have implemented the ISO 14064-1 greenhouse gas (GHG) inventory system and obtained third-party verification, while also establishing ISO 50001 Energy Management Systems and ISO 14001 Environmental Management Systems. In response to global decarbonization trends and to strengthen environmental management, the Company has established mechanisms to track and monitor greenhouse gas emissions, water consumption, and total waste generation. Based on these data, the Company formulates policies on GHG reduction, water conservation, and waste management, and ensures the effective implementation and performance tracking of related measures through regular review and management processes. Details are disclosed in Section 1.5 “Material Topic Management” of the Company’s 2025 Sustainability Report.</p> <p>The following summarizes the Company’s performance in energy conservation, carbon reduction, water conservation, and waste reduction for 2025:</p> <p>In 2025, the Company implemented a total of 34 energy-saving and carbon reduction projects, achieving emission reductions equivalent to approximately 0.19% of total GHG emissions. In terms of water resource management, seven wastewater recycling and reuse projects were carried out, reducing water withdrawal by approximately 4.9% (about 34.86 million liters). In waste management, six sludge reduction and process optimization projects were implemented, resulting in a reduction of approximately 5.5% (about 69.122 metric tons) in total hazardous waste. The results of these reduction efforts and their verification status have been disclosed in the Company’s 2025 Sustainability Report.</p> <p>In addition, the Company has established 2025 management targets for energy use, greenhouse gas emissions, water resource management, and waste reduction, and has identified related improvement opportunities and initiatives to enhance resource efficiency and environmental performance. Further details are provided in Section 1.5 “Material Topic Management” of the Company’s 2025 Sustainability Report.</p>	Compliant with the rationale and practices of “Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies”

<p>4.Social issues</p> <p>(1)Does the company formulate appropriate management policies and procedures according to relevant regulations and the International Bill of Human Rights?</p>	V	<p>The Company advocates the principles set forth in the Universal Declaration of Human Rights (UDHR), the United Nations Guiding Principles on Business and Human Rights (UNGPs), the Responsible Business Alliance (RBA) Code of Conduct, and the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work, and has formulated its Human Rights Policy accordingly. In 2025, the Company further revised its Human Rights Policy to incorporate provisions related to product development, customer privacy, information security, and user rights, with the aim of enhancing human rights awareness among employees, suppliers, and stakeholders, and preventing any form of human rights infringement. The core principles of the Company’s Human Rights Policy include the following:</p> <ol style="list-style-type: none"> 1. Compliance with applicable labor laws and regulations, and protection of employees’ rights and occupational health and safety 2. Prohibition of child labor, forced labor, and all forms of discrimination and harassment 3. Provision of fair compensation, reasonable working hours, and equal opportunities for development 4. Respect for freedom of assembly and association 5. Commitment to environmental protection, responsible sourcing, and respect for community rights 6. Assurance of product safety and protection of customer privacy <p>In terms of human rights governance, the Board of Directors is responsible for reviewing and guiding the Company’s overall sustainability strategy, and for overseeing the management of sustainability-related risks and opportunities, including human rights issues. The Sustainable Development Committee, established under the Board, is responsible for coordinating the development and implementation of sustainability-related policies and supervising management in effectively embedding human rights commitments into operations and value chain management.</p>	<p>Compliant with the rationale and practices of “Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies”</p>
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		<p>The Sustainable Development Committee is supported by seven working groups which, based on their respective functions, promote initiatives related to labor rights, occupational health and safety, customer rights, and product and service health and safety across both the Company's operations and its supply chain, ensuring that human rights management practices cover major operating sites and value chain activities.</p> <p>To implement this policy, the Company has established comprehensive human resources and labor management systems, including employee work rules, working hours management procedures, labor management procedures, policies governing child and young workers, and trade union management regulations. In addition, the Company has implemented ISO 45001 or equivalent occupational health and safety management systems to ensure effective management of key human rights issues, including lawful working hours, prohibition of forced labor, freedom of association, prevention of discrimination, harassment and unlawful treatment, prohibition of child labor, occupational safety, and customer privacy protection. Furthermore, human rights training is included as part of mandatory onboarding for new employees, and annual human rights training programs are conducted to strengthen employees' awareness and practical understanding of human rights protection. In 2025, a total of 11,608 participations in human rights-related training were recorded across the Company and its major subsidiaries, of which 11,515 participants completed the training and passed the post-training assessment, representing a completion rate of 99.20%.</p> <p>With respect to human rights risk identification, the Company has incorporated human rights issues into its overall risk management framework. The Risk Management Task Force under the Sustainability Committee conducts annual human rights risk identification and assessment across all operating sites and along the value chain (including customers and suppliers). In Year 2025, the assessment results indicated that only "customer personal data protection" was identified as a medium-risk issue. The corresponding mitigation and remediation measures are as follows:</p>	
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			Issue	Prevention and Mitigation Measures	Remedial Measures	
			Customer Privacy	<p>Strengthening information security management: The Company has established a comprehensive information security management system in accordance with ISO 27001 standards, conducts regular penetration testing and vulnerability scanning, and enhances data encryption, access control, and network protection.</p> <p>Enhancing employee awareness: All employees, particularly those with access to customer data, receive annual training on privacy protection and information security.</p>	<p>Immediate response and investigation: A personal data breach notification mechanism has been established. In the event of a data breach or suspected incident, an emergency response team is immediately activated to conduct investigations and minimize the scope of impact.</p> <p>Regulatory notification and handling: In accordance with applicable laws and regulations, affected individuals and competent authorities are notified within the statutory timeframe. Corrective actions are implemented based on investigation results to prevent recurrence.</p>	
<p>Regarding communication and grievance mechanisms for human rights issues, the Company has established formal procedures, including the Complaint Management Regulations and the Prevention Plan for Unlawful Infringement in the Workplace, to provide employees, suppliers, and other stakeholders with multiple confidential grievance channels. Upon receipt of a complaint, an investigation committee is formed to conduct a thorough review and ensure proper resolution.</p>						

Evaluation Item	Implementation Status			Deviations from “Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Abstract Illustration	
			<p>In 2025, the Company handled a total of 136 employee inquiries and grievance cases. Among these, 132 cases were related to compensation, benefits, and routine management feedback. The remaining four cases involved allegations of unlawful infringement. Of these, three cases were not substantiated due to insufficient evidence or failure to meet the legal criteria for unlawful infringement.</p> <p>For the one case that was formally established, the Company promptly initiated a formal investigation in accordance with the “Grievance and Whistleblowing Management Policy” and the “Prevention Plan for Unlawful Infringement in the Workplace.” External professionals, including a psychologist and legal counsel, were engaged to participate in the investigation and handling process to ensure procedural fairness and the protection of the parties’ rights.</p> <p>During the investigation, the Company also provided the affected employee with access to the Employee Assistance Program (EAP) for psychological counseling. Based on the investigation results, appropriate actions were taken in accordance with the Company’s “Employee Rewards and Disciplinary Measures Policy.”</p>	

Evaluation Item	Implementation Status			Deviations from “Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Abstract Illustration	
(2) Does the company have reasonable employee benefit measures (including salaries, leave, and other benefits), and do business performance or results reflect on employee salaries?	V		<p>Getac provides better-than-average salaries and welfare to its employees. The Remuneration Committee regularly participates in the industry salary survey and reviews the alignment between employee salary and welfare and the market standards in order to evaluate the potential growth of compensation. Salary adjustments and promotions are given to outstanding employees in the hope of attracting, retaining and motivating outperforming employees. In accordance with the Company’s 《Article of Incorporation》, if the Company has profits for any fiscal year (profits means the profits before tax, excluding the amounts of employees’ compensation and directors’ remuneration), the Company shall allocate no less than 0.1% of such profits as employees’ compensation (of which no less than 1% shall be distributed to rank-and-file employees), and no more than 1% as directors’ remuneration, with the distribution determined by the Board of Directors. The salaries paid to entry-level workers in Taiwan, China and Vietnam are above or equal to minimum wage levels under local regulations, and payments made to male or female workers are nearly equal with only minor differences due to seniority, levels and jobs. Employees of different genders, races, religions, political stances, marriage status, unions or communities are treated equally.</p> <p>In 2025, there was no significant discrepancy in salary ratios between male and female direct employees. However, among certain categories of indirect employees (excluding managers), the average salary and compensation of female employees were slightly lower than those of male employees. This difference primarily reflects factors such as variations in job functions, professional skill requirements, employee seniority, and performance, rather than gender-based differences. For example, a higher proportion of male employees are engaged in STEM-related technical roles, which generally command higher market salary levels. Please refer to Chapter IV, Labor and Management Relationship, of this annual report for employee welfare measures.</p>	Compliant with the rationale and practices of “Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies”

Evaluation Item	Implementation Status			Deviations from “Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Abstract Illustration	
(3) Does the company provide a healthy and safe working environment and organize training on health and safety for its employees on a regular basis?	V		<p>All manufacturing bases of Gatec Holdings meet the requirements of ISO45001 occupational health and safety management systems or equivalent management systems, and they have stipulated clear operational rules, including labor management procedures, environmental, safety and health management manual, health operational rules, occupational disorders prevention rules, etc., and complied therewith, aiming at zero accident and strict implementation of on-site safety management.</p> <p>The Company implements occupational safety training through the organization of occupational safety education and training and level 3 safety training and regular enhancement of employees’ awareness. All new employees of these manufacturing bases are required to attend training courses concerning occupational safety, danger and prevention, and employees who do not pass the exam will not be hired.</p> <p>In addition, the “Labor Safety and Health Committees” are lawfully assembled at each manufacturing base, and the ratios of labor representatives thereof meet the local legal standards of each business location.</p> <p>In 2025, a total of our 12 employees (about 0.14% of our workforce) reported injuries and accidents. The recordable occupational injury rate is 0.129 (calculated based on 200,000 work hours), higher than 0.122 in 2024. The primary cause of disabling injuries is the lack of adherence to the standardized operating procedures or insufficient attention during operations. The job training for new recruits and the instructions on safety and operational requirements have been enhanced. Production units are asked to properly implement the system.</p> <p>Each factory premises regularly conducts various public security evacuation drills (earthquake, fire and various disasters) and hazardous chemical control drills every year, as well as CPR and AED first aid training to improve employees’ emergency response capabilities. The fire protection facilities at each factory premises comply with the government’s occupational safety and health laws and regulations. The fire protection equipment is installed in accordance with national standards and regularly inspected, maintained and updated to ensure its normal operations. In 2025, there were no fire incidents in Getac Holdings Corporation and its subsidiaries.</p>	Compliant with the rationale and practices of “Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies”

Evaluation Item	Implementation Status			Deviations from “Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Abstract Illustration	
(4) Does the company provide its employees with career development and training Terms?	V		We advocate the core competences in 5C1L: creativity, critical thinking, complex problem solving, communication, and collaboration and leadership. This serves as the guiding principle for self-development and realization of our colleagues. We develop talents with comprehensive training programs. We have put in place the operational requirements for training and education. In addition to internal curriculums from time to time, we subsidize external training for different functions. Orientation classes are offered to all new hires. Different departments receive professional training based on requirements in R&D design, law, marketing, finance and accounting. Management also regularly receives training related to management. In 2025, the average training and education hours per employee was 71.45.	Compliant with the rationale and practices of “Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies”
(5) Does the company's products and services comply with relevant laws and international standards in relation to customer health and safety, customer privacy, and marketing and labeling of products and services, and are relevant consumer protection and grievance procedure policies implemented?	V		<p>1. The Company's marketing and promotional activities around the world comply with all government legislations and intellectual property regulations. We also follow voluntary standards such as EPEAT and ENERGY STAR.</p> <p>2. Our brand website (https://www.getac.com) provides explanations of after-sale warranty years in Customer Support section. There are also online inquiries from customers, FAQ information and other after-sale services to protect the rights of consumers.</p> <p>3. To identify and prevent hazardous substances from the product lifecycles, Getac introduced the IECQ/QC080000 quality assessment system for electronic components and products regarding hazardous substance processing and workflow management. We also comply with international environmental protection directives such as the Restriction of Hazardous Substances in Electrical and Electronic Equipment (RoHS), Registration, Evaluation, Authorization and Restriction of Chemicals (REACH) and Substance of Very High Concern (SVHC) in the European Union , as well as Persistent Organic Pollutants (POPs), and have strengthened the management of per- and polyfluoroalkyl substances</p>	

Evaluation Item	Implementation Status			Deviations from “Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Abstract Illustration	
			<p>(PFAS). We review the components and raw materials from suppliers and we immediately ask for returns when any disqualified supplies are identified. This protects the health and safety of users and mitigates our operational risks.</p> <p>4.The Legal Department monitors regulatory developments in jurisdictions where the Company operates and formulates and implements the 《Personal Data Protection Policy》 and website privacy statements. Privacy protection principles are embedded throughout the entire lifecycle of product design, operational processes, and after-sales services to mitigate data security risks and strengthen customer trust.</p> <p>5.Our product design is incorporated with the highest level of information security protection specifications in the industry. We also work with internationally renowned vendors in encryption to ensure compatibility in software and hardware. Our internal maintenance center and authorized third-party service providers must observe relevant local laws in personal data protection. The access of customer data for improper storage is prohibited during the repair and maintenance of machines. Customers are reminded of removing hard-disks before sending for repair, in order to avoid the leakage risks of personal data during machine maintenance and transportation. In addition, to boost the confidence of customers in our information security, the headquarters in Taiwan has introduced the ISO27001 information security management system. We have strengthened our capabilities against hackers and obtained certifications from third parties. The Company has established a contact point for personal data protection to handle inquiries, complaints, and reports from stakeholders.</p> <p>6.The Company provides customers with consultation and complaint channels and handles customer grievances in accordance with the Customer Complaint Management Procedure. Upon receiving customer feedback, the sales and</p>	

Evaluation Item	Implementation Status			Deviations from “Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Abstract Illustration	
			<p>quality assurance departments jointly conduct investigation and resolution.</p> <p>In principle, for routine cases, responses on handling progress or short-term corrective actions are provided within 12 hours to 1 day, while root cause analysis and improvement plans are completed within 3 to 7 days. For complex, project-based cases or overseas customers, the handling timeline may be extended as appropriate based on actual circumstances or customer requirements, with continuous follow-up until closure.</p> <p>For certain customers, the Company adopts the 8D problem-solving methodology. Through systematic root cause analysis, implementation of corrective actions, and preventive measures, the Company continuously enhances problem resolution efficiency and quality management performance, while preventing recurrence of similar issues.</p>	
(6) Does the company implement supplier management policies, requiring suppliers to observe relevant regulations on environmental protection, occupational health and safety, or labor and human rights? If so, describe the results?	V		<p>(I) In adherence to the RBA Code of Conduct version 8.0, we have put in place the Code of Conduct for Getac Group's Suppliers by requiring our suppliers to ensure sustainability in the economy, the environment and the society. This includes the following:</p> <ol style="list-style-type: none"> 1. No use of environmentally hazardous substances and compliance with environmental control regulations and laws 2. No use of conflict minerals 3. No child labor and no forced labor 4. Respect for freedom of association and collective bargaining rights 5. No discrimination 6. Protection of intellectual properties, without infringing other's trademarks, copyrights, patents or trade secrets 7. No giving or receiving of bribery, kickbacks, improper gifts or entertainment 8. Protection of employees' occupational health and safety 9. Treatment of pollution emissions and wastes according to environmental protection regulations and the ISO14001 certification 	Compliant with the rationale and practices of “Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies”

Evaluation Item	Implementation Status			Deviations from “Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Abstract Illustration	
			<p>(II)Our Company has established a green product system (GPM) with suppliers. Surveys are conducted before dealing with specific suppliers. This encompasses green product management, environment-related banned substances, and environmental training and education. Suppliers must provide data and only the qualified suppliers can transact with the Company.</p> <p>(III)The Company incorporates environmental and social criteria into supplier screening at the onboarding stage and continues to conduct supplier due diligence through annual audit programs. In 2025, a total of 50 new suppliers were added, of which 78% signed the RBA Code of Conduct commitment. Among direct suppliers, approximately 93% completed environmental and social qualification assessments.: For existing suppliers, there were 146 Tier-1 direct suppliers, with a 96% coverage rate for document-based reviews and approximately 71% coverage for on-site audits. Audit scope includes quality management, restricted hazardous substances control, environmental protection, and occupational health and safety. The Company also strengthens supplier management through RBA self-assessment questionnaires and a risk-based classification mechanism.</p> <p>Overall, no material non-compliance was identified in 2025, and no supplier relationships were terminated due to issues related to child labor, forced labor, or violations of freedom of association. Details of the Company’s 2025 supply chain due diligence implementation are disclosed in Section 7.2 “Supplier Management” of the 2025 Sustainability Report. Regarding supplier audit follow-up and corrective actions, no high-risk suppliers were identified in 2025. For suppliers requiring improvement, the Company supported 51 suppliers in implementing corrective actions, of which 44 have completed remediation, representing an overall completion rate of 86%. The Company continues to monitor and support suppliers to ensure the implementation of corrective actions and to progressively enhance supply chain management practices.</p>	

Evaluation Item	Implementation Status			Deviations from “Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Abstract Illustration	
5.Does the company reference internationally accepted reporting standards or guidelines, and prepare reports that disclose non-financial information of the company, such as corporate social responsibility reports? Do the reports above obtain assurance from a third party verification unit?	V		Since 2017, the company has issued ESG report every year and authorized TUV NORD Taiwan Ltd. to conduct inspections and issuance an assurance report, to confirm that this report meets the core option of the GRI Standards and AA1000 Type 2 moderate assurance requirements. Since 2022, the greenhouse gas emissions disclosed by sustainability report was based on the ISO14064 greenhouse gas (GHG) validation and verification method. In addition, respective operation sites were validated by the locally qualified BSI, DNV or SGS service providers.	Compliant with the rationale and practices of “Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies”.
6.Describe the difference, if any, between actual practice and the corporate social responsibility principles, if the company has implemented such principles based on the Corporate Social Responsibility Best Practice Principles for TWSE/TPEX Listed Companies: The Company has established sustainable development practice principles, which conform to the rationale and practices of the “Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies”.				
7.Other useful information for explaining the status of corporate social responsibility practices: (1) Environmental protection : Please refer to III. “The description of Environmental Issues” (2) Consumer Rights : Please refer to IV. “Social issues” (3) Human Rights : Please refer to Chapter IV of the Annual Report - Labor Relations. (4) Occupational Safety and Health : Please refer to Chapter IV of the Annual Report - Labor Relations. (5) Community participation, social contribution, social services and, and social welfare : i. The Company intends to make a fixed amount of donations each year during the existence of the “Getac Social Charity Fund.” In 2025, the Company donated a total of NTD 2.885 million to support education subsidies for underprivileged families, education for children in rural areas, and emergency relief for flood-affected communities. In addition, in response to emerging AI trends, the Company supported National Yang Ming Chiao Tung University in providing AI-related education and training programs. Getac Social Charity Fund also accepts non-scheduled donation from the employees, institutions, and community. Donations related matters will be entrusted to the trust industry or banks for handling in accordance with the Trust Law and financial regulations. ii. Through the “Yu-Sure Foundation” established by the Group, the Company is engaged in the promotion and development of digital knowledge and applied it to industrial upgrading in order to enhance the development of the information society, while also supporting domestic arts and cultural initiatives to promote cultural sustainability. In 2025, a total of NTD 4.2 million was invested to support rural reading promotion programs, public screenings of domestic films, the Y.S. Microfilm Awards, as well as concerts and musical productions. iii. Provide care and academic counseling for under privileged school children, so they can have opportunities to lead a better life, such as, donations for tuition, books, computer equipment of under privileged students. iv. Provide internship opportunities for outstanding students and share industry experience with them. v. Take care of the under privileged individuals and hire a visually impaired masseur to provide a free massage service for the staff to decompress. A total of three visually impaired massage therapists provided services at the company, offering sessions 1–2 times per week, with a cumulative service time of 841 hours in 2025. (6) Social Responsibility Education and Training : A total of 7,767 employees participated in the anti-corruption training program and successfully passed the post-training assessment, achieving a completion rate of 90.5%. (7) The Company regularly releases the latest version of ESG Report every year. For further information, please visit the “ESG Report” section of the Company’s official website to download the latest annual ESG.				

2. Climate-Related Information of TWSE/TPEX Listed Company

(1) Implementation of Climate-Related Information Item Implementation status

Item	Implementation status
<p>1. Describe the board of directors' and management's oversight and governance of climate-related risks and opportunities.</p>	<p>● Board of Directors</p> <p>The Board of Directors serves as the highest oversight body for the Company's sustainability and climate governance. It is responsible for reviewing and approving the Company's sustainability strategies, policies, and targets, and for overseeing the management of material ESG matters as well as climate-related risks and opportunities. The Board ensures that these matters are appropriately integrated into the Company's long-term business strategy and major decision-making processes.</p> <p>● Sustainability Committee</p> <p>A Sustainability Committee has been established under the Board of Directors. The Committee is chaired by the Chairman of the Board, with two independent directors serving as standing members. It assists the Board in overseeing and reviewing sustainability- and climate-related governance matters, including the implementation of sustainability strategies and policies, oversight of management mechanisms and execution relating to material ESG issues and climate-related risks and opportunities, and the monitoring and review of annual sustainability and climate-related targets and key performance indicators (KPIs).</p> <p>The Sustainability Committee convenes at least twice annually and regularly reports its performance and implementation status to the Board for oversight and decision-making.</p> <p>Risk Management and Climate Change Risk Task Forces have been established under the Sustainability Committee. These task forces are responsible for coordinating cross-business unit efforts to integrate inputs from subsidiaries and functional departments, and for conducting the identification, assessment, analysis, and consolidation of sustainability- and climate-related risks and opportunities. They also establish relevant methodologies and processes to ensure such matters are incorporated into the Company's overall operational and investment decision-making processes.</p> <p>For identified material climate-related risks and opportunities, each business unit formulates corresponding management responses. The Risk Management and Climate Change Risk Task Forces consolidate assessment results across units and integrate the identification, assessment, prioritization, and monitoring of climate-related risks into the Company's enterprise risk management (ERM) framework. They also oversee implementation progress and report to the Sustainability Committee for review. Following the Committee's evaluation, the results are submitted to the Board as a basis for oversight and decision-making, ensuring that the Company's sustainability governance and climate risk management mechanisms operate effectively and remain aligned with its long-term business strategy.</p>

Item	Implementation status
	<p>● Management</p> <p>The management teams of each subsidiary serve as the first line of responsibility for sustainability and climate-related risk management. Based on the strategies and targets approved by the Board and the Sustainability Committee, they are responsible for executing sustainability and climate-related action plans and for implementing the identification, assessment, and mitigation of climate-related risks and opportunities.</p> <p>The implementation status and outcomes of risk mitigation measures are regularly reported to the Sustainability Committee and are incorporated into the Company’s overall risk management and internal control systems.</p> <p>● Internal Audit</p> <p>The Company’s internal audit function has incorporated climate-related risk management and sustainability information disclosure processes into its annual audit plan. It reviews the design and effectiveness of internal controls related to climate matters and provides recommendations for improvement based on audit findings.</p> <p>The annual audit plan is approved by the Board of Directors and executed accordingly, with audit results reported to the Board on a quarterly basis.</p>
<p>2. Describe how the identified climate risks and opportunities affect the business, strategy, and finances of the business (short, medium, and long term).</p>	<p>● Based on the identification of climate-related risks and opportunities, the Company assesses the impacts on business operations, strategic development, and financial performance across different time horizons, categorized as short-term (1–2 years), medium-term (3–6 years), and long-term (beyond 7 years), as outlined below:</p> <p>1.Short-term Impacts (1–2 years)</p> <p>In the short term, the primary impacts arise from regulatory compliance requirements and the establishment of management mechanisms. These include increased compliance costs associated with greenhouse gas (GHG) inventory and disclosure requirements across jurisdictions (e.g., IFRS sustainability disclosure frameworks), as well as expenses related to external assurance and the implementation of ESG information systems.</p> <p>In addition, to respond to customer demand for low-carbon products, the Company has invested in product carbon footprint assessment and the initial deployment of low-carbon manufacturing processes, resulting in increased research and development (R&D) and operating expenses. Overall, short-term financial impacts are primarily reflected in higher operating expenses (Opex), placing some pressure on profitability.</p> <p>2.Medium-term Impacts (3–6 years)</p> <p>Medium-term impacts span policy, regulatory, market, and technological dimensions. As carbon pricing mechanisms and product carbon footprint regulations (such as the EU Battery Regulation) are progressively implemented, the Company may face rising unit manufacturing costs and more stringent product compliance requirements, potentially affecting gross margin structure and market competitiveness.</p>

Item	Implementation status
	<p>In addition, failure to timely adopt low-carbon design and recycled materials may result in potential order loss and constrained revenue growth.</p> <p>However, through proactive investments in energy-efficient processes, recycled material applications, and renewable energy procurement strategies (including renewable electricity and certificates), the Company aims to mitigate carbon cost exposure and enhance product compliance with international regulations. As such, medium-term financial impacts include not only cost increases but also strategic benefits from avoiding potential revenue loss and stabilizing profit margins.</p> <p>3. Long-term Impacts (beyond 7 years)</p> <p>In the long term, physical risks arising from climate change (such as extreme weather events) may lead to damage to facilities, operational disruptions, and supply chain interruptions, thereby increasing capital expenditures (CapEx) and insurance costs. However, potential operational losses from production disruptions have not been estimated due to the difficulty in assessing the extent of supply chain impacts.</p> <p>In addition, the prices of key raw materials (such as lithium, nickel, and cobalt) are expected to rise due to energy transition demand, resulting in greater procurement cost volatility and increased working capital pressure.</p> <p>Furthermore, climate transition trends will continue to reshape market structures, with low-carbon products and circular economy capabilities becoming critical drivers of corporate competitiveness.</p> <p>● Opportunities</p> <p>On the opportunity side, continued advancement in low-carbon manufacturing processes, product carbon management capabilities, and the proportion of renewable energy usage will help enhance brand value, strengthen customer loyalty, and expand green product offerings and new market opportunities. This, in turn, is expected to drive long-term revenue growth and increase corporate value. However, given the high level of uncertainty in the global and industry environment, only the revenue contribution for the period from 2025 to 2030 has been estimated.</p> <p>● Overall Assessment</p> <p>Overall, climate-related risks in the short term are primarily reflected in rising compliance and transition costs. In the medium term, they manifest in changes to cost structures and increasing market competition pressures. In the long term, they involve physical risks and structural transformation of the industry.</p> <p>Nevertheless, through forward-looking strategic planning and the implementation of robust risk management mechanisms, the Company can transform climate challenges into opportunities for transition—enhancing operational resilience while creating long-term value.</p>

<p>3. Describe the financial impact of extreme weather events and transformative actions.</p>	<p>● Physical Risks</p> <p>The Company’s major operating sites are located in Taiwan, Eastern China, and Northern Vietnam, all of which are exposed to physical risks from extreme weather events such as heavy rainfall and typhoons. These risks may disrupt operations and affect supply chain stability. The financial impacts are primarily reflected in two aspects:</p> <ol style="list-style-type: none"> 1. Loss exposure: Extreme weather events may cause damage to facilities, resulting in asset impairments. In addition, during operational disruptions, fixed costs (e.g., labor, equipment leasing, and facility expenses) continue to be incurred, reducing operational efficiency. 2. Response costs: Capital expenditures for resilience measures and related depreciation, as well as increased insurance premiums associated with property insurance coverage for risk transfer. <p>In recent years, the Company has not experienced any material climate-related asset impairments. Property insurance has been maintained to transfer potential risks, and contingency production capacity and supply chain reallocation mechanisms have been implemented to mitigate operational disruption risks.</p> <p>Under different climate scenarios and levels of mitigation effectiveness, the estimated financial impact of climate-related risks, expressed as a percentage of annual average revenue, is approximately 0.0003%–0.0004% in the short term, 0.0003%–0.0013% in the medium term, and 0.0003%–0.0055% in the long term (2031–2050).</p> <p>● Transition Risks</p> <p>The Company’s transition risk impacts primarily arise from investments and cost structure adjustments associated with the low-carbon transition.</p> <ol style="list-style-type: none"> 1. In the short term (2025-2026), financial impacts are mainly driven by regulatory compliance and initial transition investments, including increased costs related to sustainability disclosures, greenhouse gas accounting, and external assurance. In response to carbon pricing mechanisms, energy efficiency requirements, and customer low-carbon expectations, the Company has also invested in product carbon footprint assessments and low-carbon manufacturing processes, leading to higher operating and R&D expenses. The short-term financial impact is estimated at approximately 0.79% of average annual revenue, and is considered predictable and manageable. 2. In the medium term (2027-2030), transition risks are expected to reach their peak financial impact. As carbon pricing mechanisms and product-related regulations (e.g., the EU Battery Regulation) are implemented, manufacturing costs and compliance thresholds are expected to increase. In addition, rising prices of key materials such as lithium, nickel, and cobalt—driven by energy transition demand—may exert pressure on margins. Amortization of capital expenditures for low-carbon equipment and process upgrades will also increase. The financial impact is estimated at approximately 2.72% of average annual revenue. However, measures such as energy efficiency optimization, use of recycled materials, and renewable electricity procurement are expected to partially offset these cost pressures and support market competitiveness.
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Item	Implementation status
	<p>3. In the long term (2031-2050), as the transition progresses and investments are internalized, financial impacts are expected to decline to approximately 0.06%–0.08% of average annual revenue. These estimates primarily reflect renewable energy procurement, operational maintenance, and ongoing compliance costs. Due to significant uncertainties in long-term market and technological developments, revenue-related impacts are not quantitatively estimated.</p> <p>● Opportunities</p> <p>The Company captures transition-related opportunities through the application of recycled plastics (PCR materials), extended warranty services for rugged devices, and improvements in process efficiency (e.g., water recycling and process optimization), generating both revenue growth and cost reductions. As demand for low-carbon materials and durable products increases, these initiatives are expected to contribute stable revenue streams.</p> <p>From a financial perspective, the positive impact is estimated at approximately 0.71% of average annual revenue in the short term (2025–2026) and 0.82% in the medium term (2027–2030). In the long term, due to uncertainties in market developments, the impact is expected to moderate. Overall, these opportunities are expected to partially offset transition costs while enhancing the Company’s low-carbon competitiveness and operational resilience.</p>
<p>4. Describe how climate risk identification, assessment, and management processes are integrated into the overall risk management system.</p>	<p>The Company has integrated the identification, assessment, and management of climate-related risks into its overall enterprise risk management (ERM) framework. Through the coordinated operation of the Board of Directors, the Sustainability Committee, the Risk Management Task Force, the Climate Change Risk Task Force, and the management teams of each subsidiary, the Company ensures consistency and systematic implementation of its governance and management mechanisms.</p> <p>● Risk Identification and Assessment: The Climate Change Risk Task Force conducts periodic (biennial) identification and assessment of climate-related risks and opportunities, with rolling updates based on changes in the external environment. The assessment covers regulatory and policy risks, market risks, technological risks, and physical risks, and incorporates risk inputs from subsidiaries and functional departments.</p> <p>● Risk Management: Each business unit formulates and implements corresponding response strategies based on assessment results. The Risk Management Task Force and the Climate Change Risk Task Force are responsible for consolidating implementation across units and integrating the processes of identification, assessment, prioritization, and monitoring of climate-related risks into the ERM framework, ensuring alignment with the management approach applied to other operational risks.</p> <p>● Governance and Oversight: The results of risk assessments and implementation progress are regularly reported to the Sustainability Committee for review and subsequently submitted to the Board of Directors for oversight and decision-making. The internal audit function has also incorporated climate risk management and related disclosure processes into its annual audit plan, thereby continuously strengthening the effectiveness of internal controls and management mechanisms.</p>

Item	Implementation status
<p>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.</p>	<ul style="list-style-type: none"> ● The Company references the IPCC Sixth Assessment Report (AR6) and adopts a high-emission scenario (SSP5-8.5) as the basis for analysis. This is supplemented by data from Taiwan’s TCCIP National Climate Change Science Report 2024, the World Bank, the <i>China Climate Change Blue Book (2025)</i>, and climate risk reports for Vietnam. Based on these sources, the Company assesses potential impacts of extreme weather events—such as heavy rainfall, flooding, and typhoons—across its major operating locations (Taiwan, Eastern China, and Northern Vietnam), and establishes key assumptions (e.g., 5–10 days of operational disruption). Transition risk scenarios incorporate global and regional policy developments, including the Paris Agreement, the EU Green Deal, and jurisdiction-specific policies such as Taiwan’s NDC 3.0, China’s dual carbon policy, and Vietnam’s climate strategy. ● The Company applies a scenario analysis approach to assess the potential financial impacts of climate-related risks and opportunities, using net climate-related financial impact as a percentage of average annual revenue over the assessment period as the key metric. Actual revenue for 2025 and the 2026 budget are used as the baseline, with revenue from 2027 onward assumed to remain flat at 2026 levels, reflecting heightened uncertainty in the global macroeconomic environment. A 19% effective tax rate is applied to estimate net-of-tax impacts. ● The overall assessment results are summarized as follows: <ul style="list-style-type: none"> ■ Short term (2025–2026): Net financial impact of approximately 0.08% of average annual revenue, reflecting that initial transition costs are largely offset by emerging opportunities. The overall impact remains low and manageable. ■ Medium term (2027–2030): Net financial impact increases to approximately 1.88% of average annual revenue, representing the peak period. This is primarily driven by capital expenditure amortization, process transformation, and increased compliance costs. While partially offset by benefits from recycled materials and efficiency improvements, these gains do not fully mitigate the impact. ■ Long term (2031–2050): Net financial impact declines to approximately 0.02%–0.03%, reflecting reduced transition costs and the benefits of improved operational efficiency and low-carbon business contributions. <p>Overall, climate-related financial impacts are expected to peak in the medium term and gradually decline thereafter, indicating that early-stage investments and strategic actions can progressively offset transition risks through revenue growth and cost optimization, resulting in relatively limited long-term financial exposure.</p>

Item	Implementation status
<p>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.</p>	<p>The Company's climate transition plan focuses on the following key areas:</p> <ul style="list-style-type: none"> ● Decarbonization of Operations and Manufacturing: <ol style="list-style-type: none"> 1. Promoting energy-saving improvements in manufacturing processes, including equipment replacement and process optimization 2. Enhancing energy efficiency (energy intensity reduction) 3. Increasing the adoption of renewable energy ● Low-Carbon Products and Circular Design: <ol style="list-style-type: none"> 1. Gradually conducting and verifying Product Carbon Footprint (PCF) assessments in response to customer requirements 2. Introducing low-carbon materials, including recycled plastics and low-carbon metals 3. Developing products that comply with international standards (e.g., EU Battery Regulation, ENERGY STAR) 4. Progressively implementing green procurement and material substitution strategies <p>The Company adopts "reduction of absolute greenhouse gas (GHG) emissions and emissions intensity" as its core management metrics. With 2021, when all major subsidiaries completed GHG inventory and verification, as the base year, the Company has established the following decarbonization targets:</p> <ul style="list-style-type: none"> ● Short-term target (by 2026): <ol style="list-style-type: none"> 1. Reduce total GHG emissions (Scope 1 + Scope 2) by 15% compared to the base year 2. Reduce GHG emission intensity (Scope 1 + Scope 2) by 33% compared to the base year ● Mid-term target (by 2030): Reduce total GHG emissions (Scope 1 + Scope 2) by 25% compared to the base year <p>To achieve these goals, the Company is continuously implementing the following key actions:</p> <ul style="list-style-type: none"> ● Increasing the proportion of recycled materials used year by year. ● Reducing unit energy consumption and carbon emission intensity year by year. ● Maintaining a recycled water utilization rate in manufacturing processes at over 95%. ● Enhancing energy efficiency in product design. ● Reducing material usage
<p>7. If internal carbon pricing is used as a planning tool, the basis for setting the price should be stated.</p>	<p>Currently The Getac Group will comply the Climate Change Response Act and refer European Union Emission Trading Scheme (EU ETS) and upcoming Taiwan carbon exchange, adopt the measure of marketization to plan internal carbon pricing mechanism, develop a carbon-pricing direction that can reflect the cost of negative effect of GHG emission on environment. Setting internal carbon allowances as carbon-emission up limit for each business unit, and convert these carbon allowances to cost and internalize the cost of carbon emission into business operation and incorporate it into the financial decision process. Strengthen internal carbon management and reduce business risks that may be caused by future carbon fee regulations and towards sustainable management step by step.</p>

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.	The Company has set greenhouse gas (GHG) reduction targets using 2021 as the base year:																																		
	● Short-term target (2025-2026):																																		
	■ 2025 targets:																																		
	◆ Reduce total GHG emissions (Scope 1 + Scope 2) by 12.5% compared to the base year																																		
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	● Achievement of Climate-Related Targets and Metrics in 2025:																																		
<table><tr><th>2025 Target</th><th>2025 Performance</th><th>Achievement Status</th><th>2026 Target</th></tr><tr><td>Scope 1 + 2 emissions reduced by 12.5% compared to base year</td><td>Scope 1 + 2 emissions totaled 121,655.214 tCO₂e, a decrease of 10.6% from the base year, but an increase of 13.51% compared to 2024.</td><td>X</td><td>Scope 1 emissions reduced by 15% vs. base year; Scope 2 emissions reduced by 15% vs. base year</td></tr><tr><td>Scope 1 + 2 emissions intensity reduced by 24.4% vs. base year, with continuous yearly improvement</td><td>Emissions intensity was 95.992 tCO₂e per USD million, a decrease of 0.49% from 2024 and 24.21% from the base year</td><td>X</td><td>Scope 1 emissions intensity reduced by 33% vs. base year; Scope 2 emissions intensity reduced by 33% vs. base year</td></tr><tr><td>Purchased energy (electricity + steam) consumption reduced by 14% vs. base year</td><td>Purchased energy consumption (electricity + steam) was 707,006.97 GJ, a decrease of 7.25% from the base year</td><td>X</td><td>Purchased energy consumption reduced by 16.8% vs. base year</td></tr><tr><td>Renewable energy accounted for 0.5% of purchased electricity</td><td>Renewable energy accounted for 0.56% of total purchased electricity</td><td>V</td><td>Renewable energy share of total electricity consumption to increase by 2% annually</td></tr><tr><td>Emissions reduction from decarbonization projects accounted for 0.1% of total emissions</td><td>Emissions reduction projects contributed 0.19% of total emissions reduction (equivalent to 1,485.1 tCO₂e reduced)</td><td>V</td><td>Emissions reduction projects to account for 0.5% of total emissions</td></tr><tr><td>12 rugged computer products obtained Energy Star® certification</td><td>12 rugged computer products obtained Energy Star® certification</td><td>V</td><td>Add 4 more models to obtain Energy Star® certification</td></tr><tr><td>Energy-saving projects contributed 1% of total energy consumption reduction</td><td>Energy-saving projects contributed 1.04% of total energy consumption reduction</td><td>V</td><td>Energy-saving projects to contribute 1.2% of total energy consumption reduction</td></tr></table>				2025 Target	2025 Performance	Achievement Status	2026 Target	Scope 1 + 2 emissions reduced by 12.5% compared to base year	Scope 1 + 2 emissions totaled 121,655.214 tCO ₂ e, a decrease of 10.6% from the base year, but an increase of 13.51% compared to 2024.	X	Scope 1 emissions reduced by 15% vs. base year; Scope 2 emissions reduced by 15% vs. base year	Scope 1 + 2 emissions intensity reduced by 24.4% vs. base year, with continuous yearly improvement	Emissions intensity was 95.992 tCO ₂ e per USD million, a decrease of 0.49% from 2024 and 24.21% from the base year	X	Scope 1 emissions intensity reduced by 33% vs. base year; Scope 2 emissions intensity reduced by 33% vs. base year	Purchased energy (electricity + steam) consumption reduced by 14% vs. base year	Purchased energy consumption (electricity + steam) was 707,006.97 GJ, a decrease of 7.25% from the base year	X	Purchased energy consumption reduced by 16.8% vs. base year	Renewable energy accounted for 0.5% of purchased electricity	Renewable energy accounted for 0.56% of total purchased electricity	V	Renewable energy share of total electricity consumption to increase by 2% annually	Emissions reduction from decarbonization projects accounted for 0.1% of total emissions	Emissions reduction projects contributed 0.19% of total emissions reduction (equivalent to 1,485.1 tCO ₂ e reduced)	V	Emissions reduction projects to account for 0.5% of total emissions	12 rugged computer products obtained Energy Star® certification	12 rugged computer products obtained Energy Star® certification	V	Add 4 more models to obtain Energy Star® certification	Energy-saving projects contributed 1% of total energy consumption reduction	Energy-saving projects contributed 1.04% of total energy consumption reduction	V	Energy-saving projects to contribute 1.2% of total energy consumption reduction
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Item	Implementation status			
	2025 Target	2025 Performance	Achievement Status	2026 Target
	ISO 50001 certification coverage across global operations reached 42%	ISO 50001 certification coverage reached 42% across global sites (5 companies certified)	V	Increase ISO 50001 certification coverage to 75%, with 4 additional companies implementing
	Recycled plastic ratio: 20%; Recycled metal ratio: 70%; Total recycled materials ratio: 63%	Recycled plastic ratio: 23%; Recycled metal ratio: 72%; Total recycled materials ratio: 54%	X	Recycled plastic ratio: 24%; Recycled metal ratio: 73%; Total recycled materials ratio: 55%
	Process water recycling rate maintained above 95%	Process water recycling rate was 95.5%	V	Maintain process water recycling rate above 95%
9. Greenhouse gas inventory and assurance status and reduction targets, strategy, and concrete action plan (separately fill out in points 1-1 and 1-2 below).	<p>● The Company has completed its greenhouse gas (GHG) inventory and assurance processes; please refer to points (1-1).</p> <p>● The Company has set greenhouse gas (GHG) reduction targets using 2021 as the base year.</p> <p>Base year emissions: Scope 1 emissions: 10,331 metric tons Scope 2 emissions: 125,705 metric tons Emission intensity (Scope 1 + 2): 126.647 metric tons per million USD in revenue</p> <p>● GHG reduction targets, strategies, and action plans for 2025:</p> <p>■ Using both adaptation and mitigation strategies to address climate change, the Company implemented a total of 34 energy-saving projects were implemented in 2025, including 12 projects carried over from 2024 and 22 newly initiated projects. These projects achieved total energy savings of 9,416.189 GJ, equivalent to approximately 2,615.608 thousand kWh of purchased electricity, and resulted in an estimated reduction of 1,518.353 metric tons of CO₂e, with energy cost savings of approximately NTD 8.561 million.</p> <p>Major energy-saving and carbon reduction measures included:</p> <ul style="list-style-type: none"> ◆ Equipment upgrades (e.g., air compressors, molding machines, air conditioning systems, and electric heating equipment) ◆ Process optimization (e.g., adoption of full-flow technology and vacuum suction processing) ◆ Optimization of equipment utilization efficiency and operating modes (e.g., energy-saving insulation for mold temperature controllers and the introduction of air storage systems) <p>(For detailed descriptions of energy-saving initiatives, please refer to Section 4.3 “GHG Emissions Management” of the Company’s 2025 ESG Report.)</p>			

(1-1) Greenhouse Gas Inventory and Assurance Status for the Most Recent 2 Fiscal Years

The Company has implemented greenhouse gas (GHG) inventories and third-party verification since 2021. Subsidiaries included in the scope of the consolidated financial statements have also progressively conducted GHG inventories and verification since 2021. All inventories are conducted in accordance with ISO 14064-1, with organizational boundaries defined under the operational control approach. The relevant data have been verified by third-party assurance bodies including SGS, BSI, and DNV in accordance with ISO 14064-3:2019. The relevant data are presented below.

Issue	Scope of Inventory	Item	Unit	2024	2025
Greenhouse gas Emissions	Parent Company	Scope 1	metric tons of CO ₂ e	11.363	8.768
		Scope 2	metric tons of CO ₂ e	54.310	146.038
		Total GHG emission (Scope 1+2)	metric tons of CO ₂ e	65.673	154.806
	Consolidated entities	Scope 1	metric tons of CO ₂ e	14,741.816	16,000.693
		Scope 2	metric tons of CO ₂ e	92,364.297	105,520.095
		Total GHG emission (Scope 1+2)	metric tons of CO ₂ e	107,106.113	121,520.788
	Scope of Assurance	Item	Unit	2024	2025
	Parent Company	Scope 1	metric tons of CO ₂ e	11.363	8.768
		Scope 2	metric tons of CO ₂ e	54.310	146.038
		Total GHG emission (Scope 1+2)	metric tons of CO ₂ e	65.673	154.806
		Percentage of Verified Data	%	100	100
		Assurance Institutions		BSI	BSI
		Assurance Efforts		Reasonable level	Reasonable level
	Consolidated entities	Scope 1	metric tons of CO ₂ e	14,741.816	15,999.766
		Scope 2	metric tons of CO ₂ e	92,364.297	105,500.642
		Total GHG emission (Scope 1+2)	metric tons of CO ₂ e	107,106.113	121,500.407
		Percentage of Verified Data	%	100	99.98
		Assurance Institutions		SGS、BSI、DNV	SGS、BSI、DNV
		Assurance Efforts		Reasonable level	Reasonable level
	Total	Total GHG emission (Scope 1+2)	metric tons of CO ₂ e	107,171.786	121,655.214
		GHG emission intensity (Scope1+2)	metric tons of CO ₂ e / NT\$ 1million	3.005	3.084

Energy, Water Resource and Waste Management for the most recent 2 fiscal years is shown below :

Issue	Item	Unit	2024	2025
Energy	Total Energy Consumption	GJ	792,535.457	903,287.445
	Energy Intensity	GJ per NT\$ 1million	22.2195	22.8983
Water Resource	Water Withdraw	metric tons	629,870.654	713,908.342
	Water Discharge	metric tons	507,591.123	572,625.381
	Water Consumption	metric tons	122,279.531	141,282.961
	Water Intensity	metric tons / NT\$ 1million	17.659	18.098
Waste Management	Total Waste	metric tons	6,517.342	6,832.837
	General Industrial Waste	metric tons	5,334.867	5,576.019
	Hazardous Waste	metric tons	1,182.476	1,256.818
	Waste Intensity	metric tons / NT \$ 1million	0.183	0.173

2.3.6 Fulfillment of Ethical Corporate Management and Deviations from the "Ethical Corporate Management Best-Practice Principles for TWSE/TPEX Listed Companies" and Reasons

Evaluation Item	Implementation Status			Deviations from “the Ethical Corporate Management Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Abstract Illustration	
1.Establishment of ethical corporate management policies and programs (1)Does the company have a Board-approved ethical corporate management policy and stated in its regulations and external correspondence the ethical corporate management policy and practices, as well as the active commitment of the Board of Directors and management towards enforcement of such policy?	V		The Company has established the “Ethical Corporate Management Best Practice Principles” that was approved by the Board of Directors and announced it at the “Market Observation Post System (https://mops.twse.com.tw).” The Board of Directors and the management have implemented relevant operations in accordance with the Principles and organized educational training and publicity every year to prevent relevant personnel from violating the Principles.	Compliant with the rationale and practices of “the Ethical Corporate Management Best-Practice Principles for TWSE/TPEX Listed ” Companies.”
(2)Does the company have mechanisms in place to assess the risk of unethical conduct, and perform regular analysis and assessment of business activities with higher risk of unethical conduct within the scope of business? Does the company implement programs to prevent unethical conduct based on the above and ensure the programs cover at least the matters described in Paragraph 2, Article 7 of the Ethical Corporate Management Best Practice Principles for TWSE/TPEX Listed Companies?	V		The Company has established management measures, such as, preventing bribery and taking bribe, prohibiting the provision of illegal political contributions, and prohibiting improper charitable donations or sponsorships for business activities with high risk of dishonesty in the business scope. The company in ethical management policy to clearly and thoroughly prescribe the specific ethical management practices and the programs to forestall unethical conduct, including employee code of conduct and reporting on corruption and dereliction of duty.	
(3)Does the company provide clearly the operating procedures, code of conduct, disciplinary actions, and appeal procedures in the programs against unethical conduct? Does the company enforce the programs above effectively and perform regular reviews and amendments?	V		The Company has stipulated and implemented precautionary measures, such as, employee code of conduct and reporting on corruption and dereliction of duty, that specify operating procedures, behavioral guidelines, disciplinary act, and grievance systems for violations.	

Evaluation Item	Implementation Status			Deviations from “the Ethical Corporate Management Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Abstract Illustration	
2.Fulfill operations integrity policy (1)Does the company evaluate business partners’ ethical records and include ethics-related clauses in business contracts?	V		The “Long-Term Procurement Contract” executed by the Company in connection with important suppliers has covered the “Integrity Clauses”. Suppliers need to signed the “Integrity Clauses” if not executed the “Long-Term Procurement Contract”.	Compliant with the rationale and practices of “the Ethical Corporate Management Best-Practice Principles for TWSE/TPEX Listed ” Companies.”
(2)Does the company have a unit responsible for ethical corporate management on a full-time basis under the Board of Directors which reports the ethical corporate management policy and programs against unethical conduct regularly (at least once a year) to the Board of Directors while overseeing such operations?	V		The Company’s Human Resource Management Center is responsible for the formulation of ethical management policy and prevention programs, the facilitation and coordination of ethical policy promotional training, the design of a whistleblowing system, and the assurance of implementation effectiveness, while the internal audit unit is responsible for the supervision of implementation and non-routine audits on compliance. The implementation status of the ethical management policy for 2024 has been submitted to the Board of Directors’ meeting on November 12, 2025. The Company’s Board of Directors has exercised the due care of a good administrator in supervising the prevention of unethical conduct, reviewed the implementation result thereof and continuously improved to ensure the practice of ethical management policy. The Company’s implementation of ethical management policy in 2025 is as follows: 1. In 2025, Getac Holdings Corporation and ten subsidiaries completed an anti-corruption risk assessment. 2. In 2025, no material corruption or fraud incidents occurred, and no other significant integrity violations were identified. No employees have been dismissed or disciplined due to corruption-related incidents. 3. In 2025, a total of 1 online digital courses were hosted for employees (required course) ◆ Gatec Group Anti-corruption and Anti-money Laundering Promotion, Prevention of Insider Trading.	

Evaluation Item	Implementation Status			Deviations from “the Ethical Corporate Management Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Abstract Illustration	
(3) Does the company establish policies to prevent conflicts of interest and provide appropriate communication channels, and implement it?	V		The Company develops policies to prevent conflicts of interest and provides appropriate channels for directors, supervisors, and managers to proactively explain whether they have potential conflicts of interest with the company.	Compliant with the rationale and practices of “the Ethical Corporate Management Best-Practice Principles for TWSE/TPEX Listed ” Companies.”
(4) Does the company have effective accounting and internal control systems in place to implement ethical corporate management? Does the internal audit unit follow the results of unethical conduct risk assessments and devise audit plans to audit the systems accordingly to prevent unethical conduct, or hire outside accountants to perform the audits?	V		<p>The Company establishes and follows an effective accounting system and internal control system. It must not have an extraordinary account or keep a secret account, and review it at any time to ensure that the design and implementation of the system continues to be effective.</p> <p>The internal auditing unit of the company draws up the relevant audit plan based on the results of the assessment of the risk of dishonesty, and checks the compliance of the prevention plan, and may appoint an accountant to perform the audit, and if necessary, may invite professionals to assist.</p> <p>The auditing results in the preceding paragraph shall be reported to the senior management and the unit responsible for integrity management, and an audit report shall be prepared and submitted to the board of directors.</p>	
(5) Does the company regularly hold internal and external educational trainings on operational integrity?	V		<p>The Company occasionally holds educational training and promotion related to ethical corporate management to avoid violations of honest behavior committed by relevant personnel. The audit unit will check the actual situation of educational training and publicity according to the annual audit plan.</p> <p>The Company requires all members of Gatec to conduct business with the highest ethical standards through compliance with external laws and regulations and the establishment of internal systems. It has also put integrity education into practice by enhancing the promotion of international anti-corruption trends, and in 2025, a total of 7,767 employees participated in the required anti-corruption education with an enrollment rate of 90.5%.</p>	

Evaluation Item	Implementation Status			Deviations from “the Ethical Corporate Management Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Abstract Illustration	
3.Operation of the integrity channel (1)Does the company establish both a reward/punishment system and an integrity hotline? Can the accused be reached by an appropriate person for follow-up?	V		The Company has established a method for reporting corruption and dereliction of duty, stipulated a reporting and reward mechanism, and authorize the auditing unit to accept the report and convene a special investigation committee. In 2025, one case of employee misconduct involving a breach of integrity was identified. The case was investigated and disciplinary actions were taken by a dedicated investigation committee, and the safety and protection of the whistleblower were duly ensured.	Compliant with the rationale and practices of “the Ethical Corporate Management Best-Practice Principles for TWSE/TPEX Listed ” Companies.”
(2)Does the company have in place standard operating procedures for investigating accusation cases, as well as follow-up actions and relevant post-investigation confidentiality measures?	V		The Company has set up the investigation standard operating procedures for handling a case reported, established a special investigation committee to investigate and deliver a disciplinary act, and formed a confidentiality mechanism for reporting in order to ensure the confidentiality of the investigation and the reservation of the audit documents.	
(3)Does the company provide proper whistleblower protection?	V		The Company establishes and follows a confidentiality mechanism to protect the security of the whistleblower.	
4.Strengthening information disclosure Does the company disclose its ethical corporate management policies and the results of its implementation on the company’s website and MOPS?	V		The Company has established the “Ethical Corporate Management Best Practice Principles” and announced it on the company’s official website and the “Market Observation Post System (MOPS)” (https://mops.twse.com.tw), and disclosed relevant information on the implementation of the Principles in the annual report.	Compliant with the rationale and practices of “the Ethical Corporate Management Best-Practice Principles for TWSE/TPEX Listed ” Companies.”
5.If the company has established the ethical corporate management policies based on the Ethical Corporate Management Best-Practice Principles for TWSE/TPEX Listed Companies, please describe any discrepancy between the policies and their implementation : The company has established the”Ethical Corporate Management Best Practice Principles”, which conform to the rationale and practices of “Ethical Corporate Management Best Practice Principles for TWSE/GTSM Listed Companies”				

Evaluation Item	Implementation Status			Deviations from “the Ethical Corporate Management Best-Practice Principles for TWSE/TPEX Listed Companies” and Reasons
	Yes	No	Abstract Illustration	
6.Other important information to facilitate a better understanding of the company’s ethical corporate management policies (e.g., review and amend its policies) : Compliant with the rationale and practices of “the Ethical Corporate Management Best-Practice Principles for TWSE/TPEX Listed ” Companies.” and the company has established the “Ethical Corporate Management Best Practice Principles” on 1 October, 2021.				

2.3.7 Other Important Information Regarding Corporate Governance : None.

2.3.8 Implementation of the Internal Control System

1. Statement of Declaration of Internal Control :

Please visit the website of the MOPS of the Taiwan Stock Exchange for the information on the Statement of Internal Control System (Corporate Governance section of the website:<http://mops.twse.com.tw/mops/#/web/t06sg20>)(Company Code: 3005) inquiry.

2. Audit report by certified public accountants on internal control : None.

2.3.9 Important resolutions by the Shareholders' Meeting and the Board of Directors in the most recent fiscal year and as of the publish date of the annual report.

Shareholder's Meeting

Date of meeting	Major resolutions	Resolutions	Status of implementation
2025.05.22	1. Ratification of the Business Report and Financial Statements of 2024.	Voted and approved as proposed	Act in accordance with the resolution.
	2. Ratification of the proposal for distribution of earnings in 2024 Shareholder Bonus : Cash dividend NT\$6.0 per share.	Voted and approved as proposed	The dividend day was set on July 2, 2025 with cash dividend paid on July 23, 2025.
	3. Proposal for amendment to the "Articles of Incorporation"	Voted and approved as proposed	The implementation of the "Articles of Incorporation" after amendment.
	4. Election of Directors	Elected of six directors and four independent directors	Act in accordance with the election results.
	5. Discussion on Release of Directors from Non-competition Restrictions	Voted and approved as proposed	Act in accordance with the resolution.

Board of Directors

Date of meeting	Important resolutions
2025.01.14	1. To change the Chief internal auditor of the Company. 2. Proposal for the Company's "Sustainable Development Practice Principles". 3. Resolved to issue new shares against the exercise of employee stock options: Established January 14, 2025 as the record date for issuance of new shares; stock option holder has requested to subscribe 2,941,000 ordinary shares.
2025.02.27	1. Resolved Employee and Director Compensation for 2024 : Remuneration of employees: NT\$ 5,000,000 cash. Remuneration to directors and supervisors: NT\$12,600,000. 2. The proposal of the Company valued that certified public accountants meet the criteria of independence and eligibility. 3. Formulated 2024 Earnings Distribution: Dividends to Shareholders: Cash dividend per share NT\$6.0. 4. Proposal for amendments to the "Articles of Incorporation". 5. Election of Directors. 6. Approved by directors and independent directors of candidate nomination. 7. Release of Directors from Non-competition Restrictions. 8. Established the date of 2025 shareholders' meeting, purpose of the meeting, period of shareholder motion proposal and a list of the candidates for directors (including independent directors).

Date of meeting	Important resolutions
2025.05.09	<ol style="list-style-type: none"> 1.2024 ESG Report has been approved by the board of directors. 2.The proposal of the Company's intending to issue the 10th employee stock warrants. 3.Proposal for Eligibility criteria for optionees of the Company's intending to issue the 10th employee stock warrants. 4.Resolved to issue new shares against the exercise of employee stock options: Established May 9, 2025, as the record date for issuance of new shares; stock option holder has requested to subscribe 2,073,500 ordinary shares.
2025.05.22	<ol style="list-style-type: none"> 1.3rd term of audit committee. 2.Election of Chairperson and Vice Chairperson. 3.Approved the appointment of the 6th term compensation committee members. 4.Approved the appointment of the 2nd term sustainable development committee members.
2025.08.13	<ol style="list-style-type: none"> 1.Resolved to issue new shares against the exercise of employee stock options: Established August 13, 2025, as the record date for issuance of new shares; stock option holder has requested to subscribe 142,000 ordinary shares. 2.The proposal of the Company's 10th employee stock warrant (except for the President) for subscription available to the award list of employees. 3.The proposal of the Company's 10th employee stock warrant for the management (except for the President) and the employees who are also the Directors. 4.The proposal of the Company's 10th employee stock warrant for subscription available to the President.
2025.11.12	<ol style="list-style-type: none"> 1.Resolved to issue new shares against the exercise of employee stock options: Established November 12, 2025, as the record date for issuance of new shares; stock option holder has requested to subscribe 486,500 ordinary shares.
2026.01.16	<ol style="list-style-type: none"> 1.The proposal of the Company valued that certified public accountants meet the criteria of independence and eligibility. 2.Resolved to issue new shares against the exercise of employee stock options: Established January 16, 2026, as the record date for issuance of new shares; stock option holder has requested to subscribe 1,634,250 ordinary shares.
2026.02.26	<ol style="list-style-type: none"> 1.Progress Report on the Implementation of IFRS Sustainability Disclosure Standards. 2.Resolved Employee and Director Compensation for 2025 : Remuneration of employees: Cash of NT\$ 5,500,000 (of which NT\$55,000 was distributed to rank-and-file employees). Remuneration to directors and supervisors: NT\$12,800,000. 3.Formulated 2025 Earnings Distribution: Dividends to Shareholders: Cash dividend per share NT\$6.8. 4.Release of Directors from Non-competition Restrictions. 5.Established the date of 2026 shareholders' meeting, 、 purpose of the meeting 、 period of shareholder motion proposal.

2.3.10 Major Issues of Record or Written Statements Made by Any Director or Supervisor Dissenting to Important Resolutions Passed by the Board of Directors : None.

2.4 Information on CPA professional fees

2.4.1 Audit Fee

Unit : NT\$ thousand

Name of CPA Firm	Name of CPA	CPA Audit Period	Audit Fee	Non-audit fee (Note 3)	Total	Remark
Pricewaterhouse Coopers Taiwan	Liu, Chien Yu	2025.1.1~2025.12.31	2,370	132	2,502	
	Li, Tien Yi					

2.4.2 The non-audit fee was related to project-based services for the regulatory filing of the issuance of employee stock warrants.

2.4.3 When the Company changes its accounting firm and the amount of fees paid for auditing services during the year in which the change is made are lower than for the previous year, the amount by which the fees decreased, the proportional decrease, and the reasons therefor shall be disclosed : None.

2.4.4 When the amount of fees paid for auditing services is lower than for the previous year by ten percent or more, the amount by which the fees decreased, the proportional decrease, and the reasons therefor shall be disclosed : None.

2.5 Information on replacement of certified public accountant : None.

2.6 Where the company's chairperson, general manager, or any managerial officer in charge of finance or accounting matters has in the most recent year held a position at the accounting firm of its certified public accountant or at an affiliated enterprise of such accounting firm : None.

2.7 Any transfer of equity interests and/or pledge of or change in equity interests (during the most recent fiscal year or during the current fiscal year up to the date of publication of the annual report) by a director, supervisor, managerial officer, or shareholder with a stake of more than 10 percent during the most recent fiscal year or during the current fiscal year up to the date of publication of the annual report

2.7.1 Transfer of equity by a director, manager or major shareholder :

Please visit the website of the MOPS of the Taiwan Stock Exchange

(website: <https://mops.twse.com.tw/mops/#/web/stapap1>)(Company Code: 3005) inquiry.

2.7.2 Shares Trading with Related Parties : Not applicable.

2.7.3 Shares Pledge with Related Parties : Not applicable.

2.8 Relationship information, if among the company's 10 largest shareholders any one is a related party or a relative within the second degree of kinship of another

March 31, 2026

Name	Current Shareholding		Spouse's/minor's Shareholding		Shareholding by Nominee Arrangement		Name and Relationship Between the Company's Top Ten Shareholders, or Spouses or Relatives Within Two Degrees		Remarks
	Shares	%	Shares	%	Shares	%	Name	Relationship	
MiTAC International Corp. Rep. : Miau, Matthew Feng Chiang	190,396,939	30.50%	—	—	—	—	Tsu Fung Investment Corp.	Subsidiary of the company	
							Mei An Investment Co., Ltd.	Spouse of the company's chairman	
Yuanta/P-shares Taiwan Dividend Plus ETF	31,118,838	4.98%	—	—	—	—	—	—	
Mei An Investment Co., Ltd. Rep. : Hsu, Ih-Chen	15,891,973	2.55%	—	—	—	—	MiTAC International Corp.	Spouse of the company's chairman	
Taishin Life Insurance Co., Ltd. has fully entrusted its second phase of investment account to Taishin Investment Trust	14,537,000	2.33%	—	—	—	—	—	—	
Hua Nan Bank entrusted for custody to Yuanta Taiwan Value High Dividend ETF	13,400,000	2.15%				—	—	—	
Fuh Hwa Taiwan Technology Dividend Highlight ETF under custody of Taipei Fubon Commercial Bank Co., Ltd.	13,201,000	2.11%	—	—	—	—	—	—	
Taiwan Cooperative Bank Co., Ltd. entrusted TCB SITE with its first investment management mandate for fiscal year 2016	11,183,000	1.79%	—	—	—	—	—	—	
New Labor Pension Fund	9,577,208	1.53%	—	—	—	—	—	—	
Tus Fung Investment Corp. Rep. : Ho, Jhi-Wu	9,083,741	1.46%	—	—	—	—	MiTAC International Corp.	The parent company of company	
Taiwan Business Bank in custody for united Taiwan High Dividend Recovery 30 ETF	8,150,000	1.31%	—	—	—	—	—	—	

2.9 The total number of shares and total equity stake held in any single enterprise by the company, its directors and managers, and any companies controlled either directly or indirectly by the company

March 31, 2026

Unit: shares/ %

Affiliated Enterprises (Note)	Ownership by the Company		Direct or Indirect Ownership by Directors /Managers		Total Ownership	
	Shares	%	Shares	%	Shares	%
National Aerospace Fasteners Corp.	22,773,145	35.38%	497,283	0.77%	23,270,428	36.15%
Waffer Technology corp.	48,187,672	24.11%	18,162,000	9.09%	66,349,672	33.20%
Lian Jie Investment Ltd.	3,808,535	49.98%	3,808,535	49.98%	7,617,070	99.96%
Getac Technology Corp.	123,434,000	100.00%	0	0%	123,434,000	100.00%
Atemitech Corporation	25,000,000	100.00%	0	0%	25,000,000	100.00%
Feng Guang Investment Ltd.	32,150,000	100.00%	0	0%	27,050,000	100.00%
Pacific Royale Ltd.	33,220,869	100.00%	0	0%	33,220,869	100.00%
Hot Link Technology Ltd.	90,776,211	100.00%	0	0%	90,776,211	100.00%
Advanced Medical Design Co., Ltd.	2,185,000	48.56%	0	0%	2,185,000	48.56%
Lian Jie Investment Co., Ltd II	4,875,000	48.75%	3,250,000	32.50%	8,125,000	81.25%

Note : Investee accounted for under the equity method.

III. Information on capital raising activities

3.1 Capital and Shares

3.1.1 Source of Capital

1. Issued Shares

March 31, 2026

Unit: thousand shares ; In thousands of New Taiwan Dollars

Date	Issuance price (NT\$)	Authorized Capital		Paid-in Capital		Remark		
		Shares	Amount	Shares	Amount	Sources of Capital	Capital Increased by Assets Other than Cash	Effective (approval) date and reference number of capita
2025.02	10	850,000	8,500,000	618,142	6,181,424	employee stock option warrant subscription of 29,410	None	February 06, 2025 Ching-Shou-Shang-Tzi No.11430012220
2025.06	10	850,000	8,500,000	620,216	6,202,159	employee stock option warrant subscription of 20,735	None	June 02, 2025 Ching-Shou-Shang-Tzi No.11430073190
2025.09	10	850,000	8,500,000	620,358	6,203,579	employee stock option warrant subscription of 1,420	None	September 25, 2025 Ching-Shou-Shang-Tzi No.11430156120
2025.12	10	850,000	8,500,000	620,844	6,208,444	employee stock option warrant subscription of 4,865	None	December 05, 2025 Ching-Shou-Shang-Tzi No.11430188690
2026.02	10	850,000	8,500,000	622,479	6,224,787	employee stock option warrant subscription of 16,343	None	February 06, 2026 Ching-Shou-Shang-Tzi No.11530014230
2026.03	10	850,000	8,500,000	624,310	6,243,102	employee stock option warrant subscription of 18,315	None	Change registration has not been done

Note : Only information for the last year and up until the publication date of this annual report is shown.

March 31, 2026

Unit: shares

Share Type	Authorized Capital			Remarks
	Issued Shares	Un-issued Shares	Total Shares	
Common shares	624,310,150	225,689,850	850,000,000	None.

2.Information relevant to the aggregate reporting policy : None.

3.1.2 List of Major Shareholders

March 27, 2026

Shareholder's Name	Shareholding	
	Shares	Percentage
MiTAC International Corp.	190,396,939	30.50%
Yuanta/P-shares Taiwan Dividend Plus ETF	31,118,838	4.98%
Mei An Investment Co., Ltd.	15,891,973	2.55%
Taishin Life Insurance Co., Ltd. has fully entrusted its second phase of investment account to Taishin Investment Trust	14,537,000	2.33%
Hua Nan Bank entrusted for custody to Yuanta Taiwan Value High Dividend ETF	13,400,000	2.15%
Fuh Hwa Taiwan Technology Dividend Highlight ETF under custody of Taipei Fubon Commercial Bank Co., Ltd.	13,201,000	2.11%
Taiwan Cooperative Bank Co., Ltd. entrusted TCB SITE with its first investment management mandate for fiscal year 2016	11,183,000	1.79%
New Labor Pension Fund	9,577,208	1.53%
Tus Fung Investment Corp.	9,083,741	1.46%
Taiwan Business Bank in custody for united Taiwan High Dividend Recovery 30 ETF	8,150,000	1.31%

Note : Total one shareholder of the Company respectively holding more than 5% of the outstanding shares.

3.1.3 Dividend Policy and Implementation Status

1. Dividend Policy

The Company may, in accordance with the provision of Paragraph 5 of Article 240 of the Company Act, by a resolution adopted by a majority vote of a meeting of the board of directors attended by two-thirds or more of the total number of the directors, distribute dividends and bonuses in form of cash, and submit a report to a shareholders meeting.

At least 10% of dividends proposed must in the form of cash dividend. However, the actual percentage of cash dividends may be adjusted and resolved during board of directors meetings depending on the Company's financial structure, future fund needs, and profitability.

2. The Company will maintain a stable dividend policy with a dividend amount of not less than 50% of the current year's earnings appropriated and distributed to shareholders.

3. The proposal of dividend distribution in this Shareholders' Meeting :

(1) Pursuant to Paragraph 5 Article 240 of the Company Act and Paragraph 3 Article 23 of the Articles of Incorporation, in circumstances where dividends are distributed in cash, the Board is authorized to determine the distribution and shall report it to the Shareholders' Meeting.

(2) The Board of Directors has approved the appropriation of cash dividends of NT\$ 4,238,476,720 at NT\$ 6.8 per share (as the number of shares qualified for the allocation changed due to the exercise of the employee stock options, the cash dividend payout ratio was adjusted to NT\$6.78905624 per share accordingly). The cash dividends are scheduled to be distributed on April 22, 2026.

4. Anticipated material changes in dividend policy : The Company anticipates that there will be no material change in dividend policy.

3.1.4 Effect upon business performance and earnings per share of any stock dividend distribution proposed or adopted at this shareholders' meeting.

The Company's 2025 earnings distribution proposal is without stock dividend, so it is not applicable.

3.1.5 Compensation of Employees and Directors

1. The percentages or ranges with respect to employee bonuses and directors compensation, as set in the Articles of Incorporation

If the Company sustains profit for the year (i.e., the profit before employee and director remunerations are deducted from profit before tax), the Company shall allocate no less than 0.1% of such profits as employees' compensation (of which no less than 1% shall be distributed to rank-and-file employees), and no more than 1% as directors' remuneration, with the distribution determined by the Board of Directors. However, an amount shall be set aside first to compensate cumulative losses, if any.

Recipients of employee compensation in form of stocks or cash as stipulated in the preceding paragraph shall include employees of parents or subsidiaries of the Company meeting certain specific requirements. These specific requirements shall be defined by the Chairman.

2. The basis for estimating the amount of employee bonuses and director compensation, for calculating the number of shares to be distributed as employee compensation, and the accounting treatment of the discrepancy, if any, between the actual distributed amount and the estimated figure, for the current period :

- (1)The basis for the estimationg of remunerations to employees and Directors in current period : The Company shall appropriate at least 0.1% of such profits as employees' compensation (of which no less than 1% shall be distributed to rank-and-file employees) ; The estimation of the remuneration to Directors shall be based on the expected amount of payment.
 - (2)The basis for calculating the number of shares to be distributed as employee bonuses :
The company did not propose the distribution of stock dividends for fiscal year 2025, This rule is not applicable.
 - (3)The accounting treatment of the discrepancy, if any, between the actual distributed amount and the estimated figure : The difference between the actual distribution amount and the estimated amount is included in the profit and loss of the following year.
3. Board of Directors passed remuneration distribution :
- (1)The amount of employee bonuses and director compensation distributed in cash or shares. If there is a difference between the estimated amount and the actual amount of expense, disclose the value, the reason for the difference and response :

The Board of Directors resolved to appropriate NT\$5,500 thousand as remuneration to employees and NT\$12,800 thousand as remuneration to directors on February 26, 2026, which was not different from the estimated amount of recognized expenses in the year concerned.
 - (2)The amount of stock dividend paid to employees in proportion to the sum of the net income as stated in the separate financial statements and the total remunerations to employees : not applicable, as the Company did not pay out any stocks as remunerations to employees in 2025.
4. Information of 2024 Distribution of employee bonuses and director compensation (with an indication of the number of shares, dollar amount, and stock price, of the shares distributed) and, if there is any discrepancy between the actual distribution and the recognized employee bonuses and director compensation, additionally the discrepancy, cause, and how it is treated.

Unit : NT\$ thousand

Assignment Item	The actual distribution of amount in cash (A)	Amount recognized(B)	Discrepancy amount (A)- (B)	Discrepancy, cause, and how it is treated.
Employee bonuses(cash)	5,000	5,000	-	-
Directors' Compensation	12,600	12,600	-	-

3.1.6 Buyback of Treasury Stock : None.

3.2 Issuance of corporate Bond : None.

3.3 The section on preferred shares shall : None.

3.4 The section on global depository receipts : None.

3.5 The section on employee share subscription warrants

3.5.1 Unexpired employee stock option warrants issued by the Company in existence as of the date of printing of the annual report, and the effect of such warrants upon shareholders' equity :

March 31, 2026

March 31, 202

Type of Employee Stock Option Warrants	The 9-1 th issue of employee stock option warrant	The 9-2 th issue of employee stock option warrant	The 10-1 th issue of employee stock option warrant
The effective date of declaration	October 31,2022	October 31,2022	July 10, 2025
Issuance date	November 25,2022	May 10,2024	January 5,2026
Quantity of units issued	17,965 units (Note1)	2,035 units (Note1)	13,000 units (Note1)
Quantity of shares for subscription in proportion to total quantity of outstanding shares	2.88%	0.33%	2.08%
Valid duration	6 years	6 years	6 years
performance	Issue new stock shares	Issue new stock shares	Issue new stock shares
Restricted exercise period and percentage	Employees holding stock options for more than two years can exercise their options until ten days before the expiration date, except when transfer of stock is suspended by law.	Employees holding stock options for more than two years can exercise their options until ten days before the expiration date, except when transfer of stock is suspended by law.	Employees holding stock options for more than two years can exercise their options until ten days before the expiration date, except when transfer of stock is suspended by law.
	<u>Duration</u> <u>Exercise Percentage</u>	<u>Duration</u> <u>Exercise Percentage</u>	<u>Duration</u> <u>Exercise Percentage</u>
	More than 2 years 50%	More than 2 years 50%	More than 2 years 50%
	More than 3 years 75%	More than 3 years 75%	More than 3 years 75%
	More than 4 years 100%	More than 4 years 100%	More than 4 years 100%
Stock shares exercised	9,108,750 shares	0 shares	0 shares
Stock value exercised	NT\$332,642,325	-	-
Unexercised underlying shares for the options (Note 2)	6,931,250 shares	1,935,000 shares	13,000,000 shares
Stock option price of outstanding stock option	NT\$35.50	NT\$98.50	NT\$113.50
Percentage of unexercised shares relative to total outstanding shares	1.11%	0.31%	2.08%
Impact on shareholder's equity	Holders of our Company's options cannot exercise the options according to these regulations until two years after the options are granted. As a result, said options do not create significant impact on shareholders' equity.	Holders of our Company's options cannot exercise the options according to these regulations until two years after the options are granted. As a result, said options do not create significant impact on shareholders' equity.	Holders of our Company's options cannot exercise the options according to these regulations until two years after the options are granted. As a result, said options do not create significant impact on shareholders' equity.

Note 1 : Each stock warrant is entitled to a subscription of 1,000 common stock shares of the Company.

Note 2 : It is net of the forfeited or expired stock shares.

3.5.2 The names of ten-level company executives holding employee stock option warrants and the cumulative number of such warrants exercised by said executives as of the date of printing of the annual report

1.Manager

March 31, 2026
In thousands of New Taiwan Dollars/ shares

Type	Title	Name	Shares of obtained stock options	Percentage of obtained stocks to outstanding shares	Exercised				Unexercised			
					Quantity	Exercise price (NT\$)	Subscription amount	Percentage of exercised shares relative to total outstanding shares	Quantity	Exercise price (NT\$)	Subscription amount	Percentage of exercised shares relative to total outstanding shares
Managers	President	Hwang, Ming Hang	1,790,000	0.29%	180,000	37.3 35.5	6,570	0.03%	1,610,000	113.5 98.5 35.5	139,895	0.26%
	Vice President &CFO	Hsieh, Sue Chuan										
	Chief Corporate Governance Officer	Sun, Wei Hsing										

2. Employees

March 31, 2026
In thousands of New Taiwan Dollars/ shares

Type	Title	Name	Shares of obtained stock options	Percentage of obtained stocks to outstanding shares	Exercised				Unexercised			
					Quantity	Exercise price (NT\$)	Subscription amount	Percentage of exercised shares relative to total outstanding shares	Quantity	Exercise price (NT\$)	Subscription amount	Percentage of exercised shares relative to total outstanding shares
Employees	Chairman of subsidiary	Lin, Chuan Cheng	4,895,000	0.78%	947,500	37.3 35.5	34,230	0.15%	3,947,500	113.5 98.5 35.5	356,031	0.63%
	Chairman of subsidiary	Lin, Chih Chung										
	Co-President of subsidiary	Wang, Qiao-Hong										
	Co-President of subsidiary	Zheng, Zhi Ren										
	Co-President of subsidiary	Lee, Mei Jung										
	Co-President of subsidiary	Lin, Fa Chih										
	President of subsidiary	Jen, Kuei-Ming										
	Chief Operating Officer of subsidiary	Chang, Chou Long										
	Vice President of subsidiary	Hwang, Cheng-Yi										
	Vice President of subsidiary	Chang, Wei-Kai										

3.6 The section on new restricted employee shares : None.

3.7 The section on issuance of new shares in connection with mergers or acquisitions or with acquisitions of shares of other companies : None.

3.8 The section on implementation of the company's capital allocation plans : None.

IV. Overview of operations

4.1 Description of the business

4.1.1 Business contents

1. Main business contents: The Company's consolidated revenue is generated from four product lines, which are:

(1) Electronic Products: Rugged computing solutions sold under the "Getac" brand. The products are applicable to vertical markets, such as, defense, public safety, industrial manufacturing, automobile repair and maintenance, field service, and transportation and logistics.

(2) Combo Mechanical Products: Production of various types of plastic injection parts, and metal stamping parts; products are mainly used in electronic 3C industry, automotive, medical, and home appliance industry.

(3) Automotive Parts: Professional production and sales of aluminum alloy and magnesium alloy automotive die-cast parts.

(4) Aerospace Fasteners: Production of fasteners for aerospace and high-end industrial applications. Such product line is operated by National Aerospace Fasteners Corporation (hereinafter referred to as "NAFCO;" stock code: 3004), a subsidiary of Getac Technology Corporation. Please refer to Chapter Four "Operational overview" of the 2025 Annual Report of NAFCO.

2. Business ratios

Unit: In thousands of New Taiwan Dollars

Item \ Year	2024		2025	
	Amount	% of Total Revenue	Amount	% of Total Revenue
Electronic Products	18,510,185	51.90%	18,909,202	47.93%
Mechanical parts and modules (Combo Mechanical & Automotive Parts)	13,656,481	38.29%	16,483,606	41.79%
Aerospace fasteners	3,501,720	9.81%	4,055,036	10.28%
Total	35,668,386	100.00%	39,447,844	100.00%

3. The Company's current products and services

(1) Electronic Products

- Various sizes of rugged AI-powered computing devices (laptops, tablets, and wearable devices) along with their corresponding hardware and software accessories.
- Software and hardware integration and cloud platform services for video evidence collection system equipment
- Various sizes of industrial-grade touch display
- Power products (AC/DC power supply, battery charger, car charger, smart phone wireless charger, mobile power supply, and power battery products)
- Open frame (Inverter/Converter, Battery Module)

(2) Combo Mechanical Products

Plastic and composite material components, including chassis for laptop, tablet, All-in-one PC, and mechanical components for game console, small home appliance, automotive and medical products.

(3)Automotive Parts

Al-alloyed and Mg-alloyed die-cast automotive parts, including seat belt spindles and spools, throttle body, air bag container, armature, base plate, and ADAS (Advanced Driver Assistance System) related mechanical parts, including ECU (electronic control unit) housing, camera housing, generator housing, rechargeable battery housing, heat sink and others.

(4)Aerospace fasteners

Fasteners for aerospace applications, including bolts, nuts, and CNC parts. In addition, industrial-grade fasteners are also available, such as, rivet nuts, copper nuts, riveted bolts, turning parts, high temperature resistant nuts, etc.

4. New products planned to be developed

(1) Electronic products

Future rugged laptops, tablet computers, in-vehicle computers, and high-performance AI workstations, as well as various edge AI devices, will evolve in the following directions to meet the needs of different vertical markets:

- Targeting diverse vertical markets and user segments, the Company develops AI use-case scenarios across domains such as intelligent defense, smart automotive diagnostics, smart utilities (power, water, and gas), intelligent public safety and emergency response, intelligent transportation, smart industrial manufacturing, and green energy. In collaboration with third-party technology partners, the Company delivers both general-purpose and domain-specific solutions, complemented by dedicated modules, application software, and related peripherals or accessories tailored to specific user scenarios.
- To enhance edge AI computing capabilities, various wireless communication technologies, sensing technologies, and artificial intelligence functions are being integrated into end devices. Products scheduled for release in 2026 will be fully equipped with high AI computing power (High TOPS) and will come bundled with industry-specific AI software and peripheral solutions. These advancements aim to deliver more precise and efficient workflows for end users across vertical markets.
- Enhance image display to meet the needs of new generation applications.
- Equipped with high-capacity and high-speed memory to support AI applications.
- Integrated with higher-resolution camera modules to meet the demands of advanced use cases such as AI and augmented reality.
- High-end models will feature optical transmission devices to meet the high-speed data transfer requirements of AI applications.
- Integrate 5G, carrier aggregation technology, low earth orbit satellite communication, dual-SIM or eSIM design, new generation WiFi 7, high-precision global positioning system, and low-power long-distance transmission into the product.
- Enhance lightweight and portable design.

- To enhance information security on end devices, products are being equipped with integrated authentication technologies, including both hardware and software solutions such as fingerprint recognition, facial recognition systems, TPM (Trusted Platform Module), OPAL encryption, FIPS compliance, and PC Integrity features.
- Provide a variety of different functional modules, including 1D2D barcode reader, active RFID (radio frequency) solution, UHF RFID application development, and pureLiFi wireless transmission solution.
- Provide devices with thermal imaging capabilities capable of detecting images invisible to the naked eye, and integrate AI computing capabilities to deliver more efficient and precise solutions for customers.
- Continuously develop location-based satellite positioning applications to support coexistence of multiple satellite systems for global application and develop dual-frequency high precision positioning technology at meters and below.
- Develop high-speed storage and other interfaces to accommodate different sectors requirements, such as DDR5 memory, NVMe (Gen 5) interface 、 new generation USB interface and Thunderbolt 4.
- For emergency medical applications, products are being integrated with emergency communication channels such as FirstNet, Private Core, T-Priority, and ESN to support frontline emergency responders.
- For enterprise mobile network deployment needs, CBRS (Citizens Broadband Radio Service) can be used to build a private mobile network and improve the coverage of outdoor network signals.
- Enhance battery power and capacity to provide all-day use and operation for the user groups of each vertical market.
- Strengthen collaboration with third-party vertical market partners to provide customers with more highly integrated solutions.

(2) Combo Mechanical Products

- Research on mucell injection technology
- Studies on laser processing technology
- Study on the forming technology of large CFRTTP parts
- Seamless combination technology on highly fiber reinforced plastics for insert molding parts
- Research on integration of automation and forming processing technologies
- Studies on uni-body processing of composite materials
- Studies on production of ruggedized plastic chassis
- Studies on weight-reduced IT products
- Studies on micro conjunction of metals and plastics
- Study on the traceless nail implant technology on metal sheets
- Development and application of the upsetting forming technology on aluminum metal sheets
- Development of the cosmetic processing technologies on magnesium alloy stamping parts

- Study on the physical properties of the close-loop resins from post consumer recycled plastic chassis
- Study on the forming technology and surface treatment of high PCR-aluminum content metal sheet
- Study on the forming technology of PFAS-free resins
- Formulation development of PFAS-Free resins
- Study on the semi-solid forming technology of aluminum alloys
- Study on the forming technology of titanium alloy metal sheets
- Research on the properties of metal composite plates
- Research and Application Development of High Thermal Conductivity Aluminum Alloys
- Development of integral molding technology of thermoplastic carbon fiber laminates
- Development of Welding Technology for Thermoplastic Carbon Fiber Laminates
- Development of the forming technology on the thermoplastic carbon fiber laminates impregnated with High-performance engineering plastic
- Development of the bending technology of thermoplastic carbon fiber sheet
- Study on the forming technology of thin and Lightweight housings
- Development of paint-free plastic injection molding
- Development of the molding technology on dual hot pressing and injection molding of thermoplastic carbon fiber sheet

(3) Automotive Parts

- Adopt high-vacuum and high-sealing die-casting technology for liquid cooling plates to meet the heat dissipation requirements of automotive domain controllers.
- Develop high thermal conductivity materials to support customers in conducting thermal flow analysis during the product design stage.
- Apply semi-solid die-casting technology in the manufacturing of seatbelt spindles to enhance product strength and extend mold service life.
- Development of electronic controller housings and camera module housings for ADAS (Advanced Driver Assistance Systems).
- Development of aluminum alloy housings for ADCU (Autonomous Driving Control Unit).
- Development of new energy vehicle components, including generator housings and coolant chamber plates for vehicle thermal management modules.
- Development of aluminum heat sinks for automotive lighting modules.
- Development of aluminum-magnesium steering wheel components

(4) Aerospace fasteners

- Please refer to Chapter Four “Operational overview” of the 2025 Annual Report of NAFCO.

4.1.2 Industry Overview:

1. Electronic Products

(1) Industry status and development

The rugged mobile computer industry can be broadly categorized into large-sized and small-sized devices. Large-sized devices primarily include rugged laptops, tablets, fixed in-vehicle computers, and computers for forklift applications, while small-sized devices mainly refer to handheld equipment. Key application sectors include government agencies (defense and public safety), industrial manufacturing, transportation, utilities, healthcare, and retail.

According to market research by the U.S.-based firm VDC (Venture Development Corporation), the global market size for large-sized rugged (including semi-rugged) laptops and tablets is projected to reach approximately 2.31 million units in 2025, with a hardware market value of around USD 2.9 billion. Major vendors in this segment include Panasonic, Dell, and Getac. In contrast, the market for small-sized handheld devices (Handhelds/PDAs) is estimated at around 8.17 million units in 2025, with a hardware market value of approximately USD 4.1 billion, dominated by companies such as Honeywell and Zebra.

(2) Correlation of upstream, midstream, and downstream industry

The Company is an upstream manufacturers (ODM) and own branding and manufacturing (OBM) in the rugged computer and tablet computer industry, while the midstream are mainly manufacturers' direct sales teams, distributors, value-added resellers, and systems integration providers. The midstream suppliers will provide added value for system integration solutions, technical support, and repair and maintenance services of the downstream industries.

(3) Various development trends and competition situations of products

- While Windows operating systems and x86-based processors remain the dominant platforms in the rugged computing market, Android and Linux systems are increasingly gaining traction across various vertical applications, reflecting a trend toward greater diversification. The rapid emergence of a wide range of AI tools has accelerated the development of small- to medium-scale edge AI models, further driving the adoption and growth of edge intelligence applications. Looking ahead, the industry ecosystem is expected to shape next-generation computing specifications featuring diverse operating systems, accompanied by a significant increase in AI computing power and memory requirements. At the same time, market feedback will continue to drive the evolution of product and technology demands. Additionally, the post-pandemic shift has introduced more personal device use cases, and ARM chip designers are now offering AI-capable chipsets. The integration of AI with Android AR Core applications is expected to drive further growth in the Android-based systems market.
- Wireless transmission continues to be developed toward higher speeds, such as 5G communication and the WiFi wireless transmission standard 802.11be (WiFi 7). With the maturation of related technologies, mobile devices equipped

with 5G and WiFi 6E, or even the new standard WiFi 7, have gradually emerged since the second half of 2024.

2.Combo Mechanical Products

(1) Industry status and development

According to the latest survey by TrendForce, the global laptop shipments in 2025 exceeded 180 million units, representing a year-over-year increase of approximately 2.2%. This growth was primarily driven by U.S. tariff exemptions on imports from Southeast Asia and the gradual ramp-up of relocated supply chain capacity in the region. However, memory prices began rising significantly in the second half of 2025. Entering 2026, the industry faced a temporary CPU supply shortfall accompanied by price increases, while costs for other key components such as PCBs and batteries also climbed concurrently. These factors contributed to a 14.8% quarter-over-quarter decline in shipments in the first quarter of 2026, followed by a mild recovery in the second quarter as CPU supply conditions improved.

Overall, amid the combined pressures of rising component prices and supply uncertainties, full-year 2026 global laptop shipments are projected to decline by approximately 9.4% year-over-year. Future market developments will continue to hinge on changes in the supply of critical components, brand vendors' adjustments to cost structures and inventory strategies, as well as end-market reactions to price changes.

(2) Correlation of upstream, midstream, and downstream industry

The domestic information and electronics industry market is booming, computer peripheral equipment business is activated under the circumstance, and the computer case is cosmetic; therefore, the derivative demand drives the industry to grow steadily. Description of the correlation of upstream, midstream, and downstream industry is as follows:

Upstream	Midstream	Downstream
<ul style="list-style-type: none"> ● Plastic material ● Metallic material ● Paint material 	<ul style="list-style-type: none"> ● Metal stamping ● Mold factory ● Surface treatment (painting / printing / laser engraving) 	<ul style="list-style-type: none"> ● Computer 、 Communication ● Consumer electronics industry ● Home appliance industry ● Automotive and motorcycle

(3) Various development trends and competition situations of products

According to TrendForce's survey, affected by the memory price increase in the first quarter of 2026, the laptop industry has faced heightened cost pressures. Brand vendors have responded by implementing price adjustments, specification modifications, and product mix optimization, while market resources have gradually concentrated among brands with scale advantages. The rising proportion of memory in the BOM has become a key factor influencing pricing and product strategies.

High-end and ultrathin laptops, due to design constraints, have reflected the cost increase earlier and adjusted their prices accordingly. In contrast, consumer laptops have maintained relatively stable pricing in the short term, supported by existing inventory. However, over the medium to long term, they are still expected to face specification downgrades or price adjustments. The market is anticipated to enter an adjustment period starting from the second quarter.

Overall, brand vendors will seek to maintain a balance between costs and competitiveness by adjusting memory configurations, slowing down the pace of upgrades, and optimizing their supply chain layouts.

3. Automotive Parts

(1) Industry status and development

According to the latest survey by TrendForce, as the automotive industry accelerates its electrification and intelligentization, the global automotive semiconductor market is projected to grow from approximately USD 67.7 billion in 2024 to nearly USD 96.9 billion in 2029, with a compound annual growth rate (CAGR) of 7.4%. Among these, high-performance computing (HPC) related chips, such as logic processors and high-end memory, have shown significant growth momentum, indicating that market value is increasingly concentrating on intelligent core technologies.

As the penetration rate of electric vehicles continues to rise, along with increasing demand for multi-sensors, AI applications, and high-speed communication, the computing power requirements of vehicles are growing rapidly. This is driving the electronic and electrical architecture of vehicles to evolve from a distributed architecture toward domain-centralized and central-concentrated architectures. On the other hand, with the gradual commercialization of Cockpit/ADAS integrated SoCs, controller integration will help reduce costs and improve system efficiency.

(2) Correlation of upstream, midstream, and downstream industry

The automotive component industry chain is divided into raw materials or supplies in the upstream, components or modules in the midstream, and systems in the downstream.

(3) Various development trends and competition situations of products

As vehicles continue to evolve toward electronic and electrified architectures, the traditional distributed architecture is gradually shifting toward a two-layer parallel structure consisting of domain and zonal control. In terms of intelligent features, modular end-to-end autonomous driving models have already been adopted in mass-produced vehicles by 2025, with China emerging as the primary application market. Meanwhile, traditional automakers are accelerating the development of Software Defined Vehicles (SDVs), aiming to establish collaborative ecosystems and launch SDV models-managed primarily through software-between 2025 and 2027.

4. Aerospace fasteners

Please refer to Chapter Four “Operational overview” of the 2025 Annual Report of NAFCO.

4.1.3 Technology and R&D overview

1. The research and development expenses of the Group in 2025 was NT\$2,036,682 thousand.
2. Successfully developed technologies or products: The technologies under research and development by product category during fiscal year 2025 and the period through the end of February 2026 are described separately as follows.:

(1) Electronic Products

- **Edge AI software upgrade:** Leveraging a self-developed C++ edge inference engine, Transformer-based large language models (LLMs) can be executed on Intel and AMD integrated GPUs (iGPUs), enhancing the AI inference performance of Getac Voice on edge devices and enabling applications such as document generation.
- **Enhancing Getac Product Security Mechanisms:**
 - **Device integrity verification mechanism:** In alignment with NIST 1800-34C supply chain security guidelines, device-specific certificates are issued via a Trusted Platform Module (TPM) and a verification mechanism is established to ensure device integrity and security during transportation and deployment, thereby enhancing the security and trustworthiness of rugged computing products.
 - **AMD platform security architecture:** Implemented dual firmware redundancy and recovery mechanisms, along with AMD firmware rollback protection, to enhance security and stability during firmware updates. In addition, secure version control and hardware security processor validation prevent firmware downgrades to vulnerable versions, ensuring consistent cybersecurity protection throughout the product lifecycle.
 - **Getac ControlHub multi-layered defense architecture:** Implemented a multi-layered security framework incorporating encrypted certificate validation, mutual authentication, and secure communication protocols, combined with MQTT secure transmission and continuous compliance monitoring to enhance system connectivity security and device management capabilities.
- **User-friendly design (eSIM):** Preconfigured Verizon SMDS server URL in the hard disk image (HDI), enabling automatic eSIM profile download and improving mobile connectivity convenience.
- **T Thermal solution enhancement:** Getac products have fully adopted a Thermal Control Mechanism (TCC) to increase CPU thermal headroom, while continuously optimizing long-term power limit (PL1) settings. Under sustained thermal capacity, processors are able to maintain stable performance output, avoiding performance degradation caused by excessive power configurations. In addition, refined thermal design adjustments across product lines enhance voltage regulator stability in high-temperature environments.
- **Audio system optimization:** Introduced a dual-magnet speaker design to effectively reduce resonance frequency (F0), broaden the effective audio bandwidth, and enhance low-frequency performance, thereby improving overall voice playback quality.

- Sustainable Material Adoption: Multiple PCR (Post-Consumer Recycled) materials have been introduced to enhance product design flexibility while supporting environmental sustainability and material circularity.
- Reduction of hazardous substances: Implemented PFAS- and halogen-reduction initiatives across component selection, product design, manufacturing, and supplier management.
- Communication reliability enhancement: Integrated T-Mobile's T-Priority technology to ensure uninterrupted critical communications in extreme environments, maintaining real-time emergency response.
- Launch of next-generation Getac rugged products: Upgraded tablet (F120, UX10) and notebook (S510AD, V120, B360) product lines with the latest Intel Arrow Lake, Lunar Lake, and AMD Krackan platforms. These devices support Copilot+ AI applications and feature enhanced display sizes and audio performance, driving the advancement of edge AI applications in rugged computing devices.

(2) Combo Mechanical Products

- Special 3D texture surface treatment on plastics
- Development of weight-reduced CFRTP chassis and applications
- Development of insert molding process and application on CFRTP blankets
- Seamless combination technology for insert molding parts (bi-injection technology)
- High strength uni-body chassis development and applications
- Application of double injection process on bioplastics
- Automatic production technology for insert molding processing
- Development of plastic forming technology with fine-grained texture for paint-free solutions
- LSR double injection forming technology
- Study on the formulation design and processing technology of the high recycled PC content resins
- Study on the stamping forming technology of magnesium alloy sheets
- Development and application of high-strength aluminum alloy sheet stamping products
- Forming technology and housing product applications of high recycled PC content resin
- Development of high temperature MHCM technology on compression molding
- Development of the CFRTP Bladder molding
- Production and application of transparent PC+GF resins with high PCR content
- Development and production of high PCR content blending resins
- Development of Hot Pressing 3D Molding Technology for Thermoplastic Carbon Fiber laminates
- Development of the molding technology of irregular-shaped thermoplastic carbon fiber tubes
- Development of the bladder molding technology of Thermoplastic carbon fiber laminates

(3)Automotive Parts

- Develop precision machining technology for LiDAR lens barrel components used in new energy vehicles.
- Introduce AI-based visual inspection technology to improve inspection efficiency and reduce misjudgment rates, and extend the application from spindle products to non-spindle products.
- Introduced four-machine and six-machine interconnected automated die-casting cell production and expanded their application to the manufacturing of PTC (Positive Temperature Coefficient) components for new energy vehicles. Laser cutting technology was also adopted to replace traditional Degating processes, improving machining precision and production efficiency.

(4)Aerospace fasteners

Please refer to Chapter Four “Operational overview” of the 2025 Annual Report of NAFCO.

4.1.4 Long-term and short-term business development plans

1. Electronic Products

- Short-term development locks on the key vertical market, and enhance brand awareness and reliability with the success achieved with the leading customers; also, continue to increase the number of new customers and expand market share.
- The long-term development goal is to introduce more high-value-added software and hardware integration solutions and manage Getac to become a solution provider in the vertical market.

2. Combo Mechanical Products

- Continuously optimize process efficiency in the short term, increase the penetration rate of automated production processes, and improve competitiveness. In addition, bring in new technologies and new customers via integrated design service business model, and generate more business opportunities for mass production in the latter stage.
- The long-term development strategy is centered on innovation. With the application of new materials and the development of new processes, we will strive for customer orders with differentiated technologies and expand into new markets to increase operating income, such as, medical and automotive.

3. Automotive Parts

- The short-term development strategy is to increase the prevailing rate of automated production processes and improve the Company's product quality and price competitiveness.
- The long-term development strategy is to lock on products related to ADAS and new energy vehicles, and expand operating income and increase profitability.

4. Aerospace Fasteners

Please refer to Chapter Four "Operational overview" of the 2025 Annual Report of NAFCO.

4.2 Analysis of the market as well as the production and marketing situation

4.2.1 Market analysis

1. Sales Regions of Main Products

Unit: In thousands of New Taiwan Dollars

Region \ Year	2024		2025	
	Amount	Ratio	Amount	Ratio
China	11,554,730	32.39%	10,855,972	27.52%
America	11,798,231	33.08%	11,683,912	29.62%
Europe	5,710,179	16.01%	6,681,387	16.94%
Taiwan	1,461,526	4.10%	1,656,642	4.20%
Others	5,143,720	14.42%	8,569,931	21.72%
Total	35,668,386	100.00%	39,447,844	100.00%

2. Market share

(1) Electronic Products :

According to estimates from VDC research reports, the combined hardware market value of rugged laptops and tablets is approximately USD 2.9 billion. Major manufacturers in this sector include Panasonic, Dell, and Getac.

(2) Combo Mechanical Products:

The Company's business is mainly for laptop computer mechanical components, instead of a complete computer, so it is difficult to estimate the market share.

(3) Automotive parts:

The Company's automotive parts are mainly exported, and the export ratio in 2025 was 100%. The annual production of automotive seat belt spindles is approximately 180 million pieces, which is a relatively high market share in global new car market.

(4) Aerospace fasteners:

Please refer to Chapter Four "Operational overview" of the 2025 Annual Report of NAFCO.

3. Market supply and demand situation and growth in the future

(1) Electronic Products

With the rise of high-speed network communication technology and AI deep learning, mobile devices equipped with new generation network technology and the application of artificial neural networks quickly penetrate various application fields are expecting to drive a new wave of hardware replacement.

(2) Combo Mechanical Products

Affected by rising component prices and supply uncertainties, TrendForce has revised downward its forecast for global laptop shipments in 2026 from an original projected year-over-year decline of 5.4% to approximately 9.4%. Changes in the supply environment of key components, brand vendors' adjustments to their cost and inventory strategies, as well as end-market reactions to price changes, will become important indicators for observing the development of the laptop market in the second half of 2026.

(3) Automotive Parts

According to the S&P Global Mobility automotive sales forecast report, the global automotive market has recovered from the impact of the pandemic, with demand tending toward stability. However, sales performance across various regional markets has differed due to variations in policy responses and economic

conditions, as well as supply chain uncertainties such as tariff impacts and component shortages. S&P Global Mobility forecasts that global automobile sales in 2026 will only grow modestly by 0.2%, with total sales reaching approximately 91.86 million units.

(4) Aerospace Fastener

Please refer to Chapter Four “Operational overview” of the 2025 Annual Report of NAFCO.

4. Competition Advantages

- The Company is one of the few companies in this industry with both software & R&D talents in electronics and mechanicals. It is with a high degree of vertical integration capability and can provide customers with one-stop professional consultation and services, starting from design and manufacturing, prototype, mock-up, tooling to mass production in the latter stage that can all be done in-house to provide fast, flexible, and high quality service.
- As one of the leading manufacturers of advanced process technology, the Company possess strong capabilities in mold design, technology development and research and development and continues to invest in the purchase of precision equipment and experimental molds, capable of more complex and thin product mold design and production.
- From operational management to manufacturing, the Company continues to invest in automated processes and smart production. A dedicated automation team is set up internally to be responsible for all plant automation design and introduction, with the effort of building an unmanned production plant as the ultimate goal, and continuously promoting the factory automation prevailing rate and automated optical inspection capability.
- The Company is one of the few companies in the industry to set up a professional material research and development team, equipped with a research-grade laboratory, specializing in the development of various advanced materials application and process technology, and cooperation with international first-class brands.
- The Company maintains a stable and good relationship with suppliers. In order to ensure the sufficient supply of key components, at least two suppliers are maintained to facilitate flexible operation.

5. Advantages, disadvantages, and countermeasures of the development prospects

(1) Advantages

- Governments worldwide continue to increase their defense budgets, driving growth in demand for related applications.
- Demand for artificial intelligence (AI) is expanding rapidly, resulting in higher power grid loads in the electricity and public utility systems of advanced countries and further boosting demand for ruggedized solutions.
- The U.S. government is actively promoting infrastructure development, planning to build a new generation of data centers across the country in response to the rapid advancement of artificial intelligence (AI) technology. The goal is to enhance intelligent development in areas such as transportation, energy, and communications.

(2) Disadvantages and countermeasures:

- The surge in demand for AI data centers has caused tight supply in the memory and solid-state drive supply chains, resulting in rising prices.
- Response measures include:

- Strengthening internal operational improvements and flexibly planning for key components.
- Building strategic inventory.
- Reflecting component cost increases in selling prices.

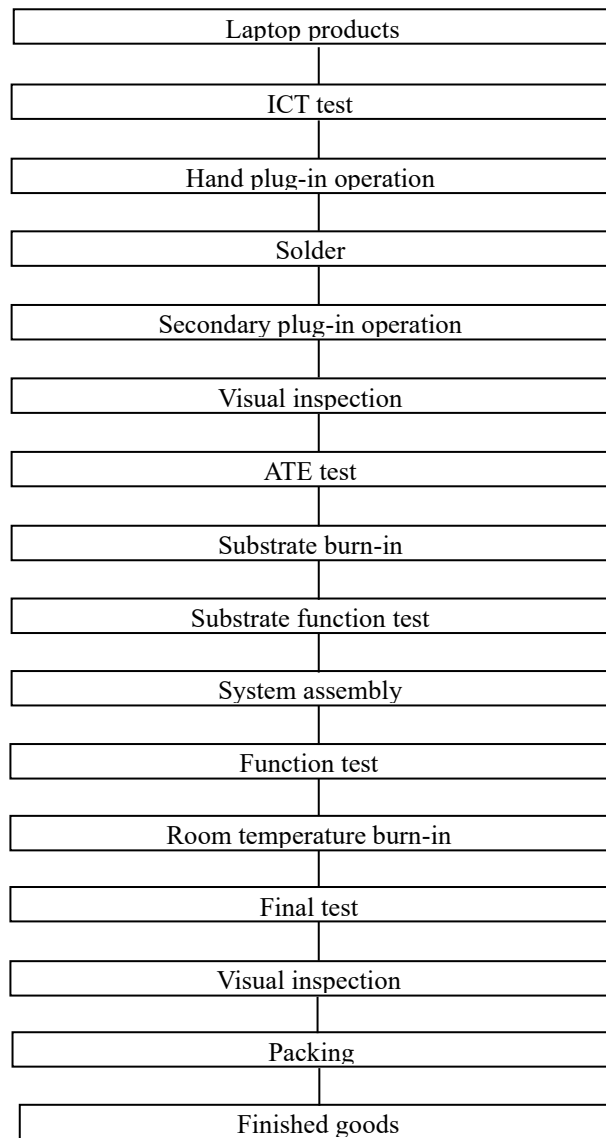
4.2.2 Important intended use of the main products and production process

1. Functions of major products

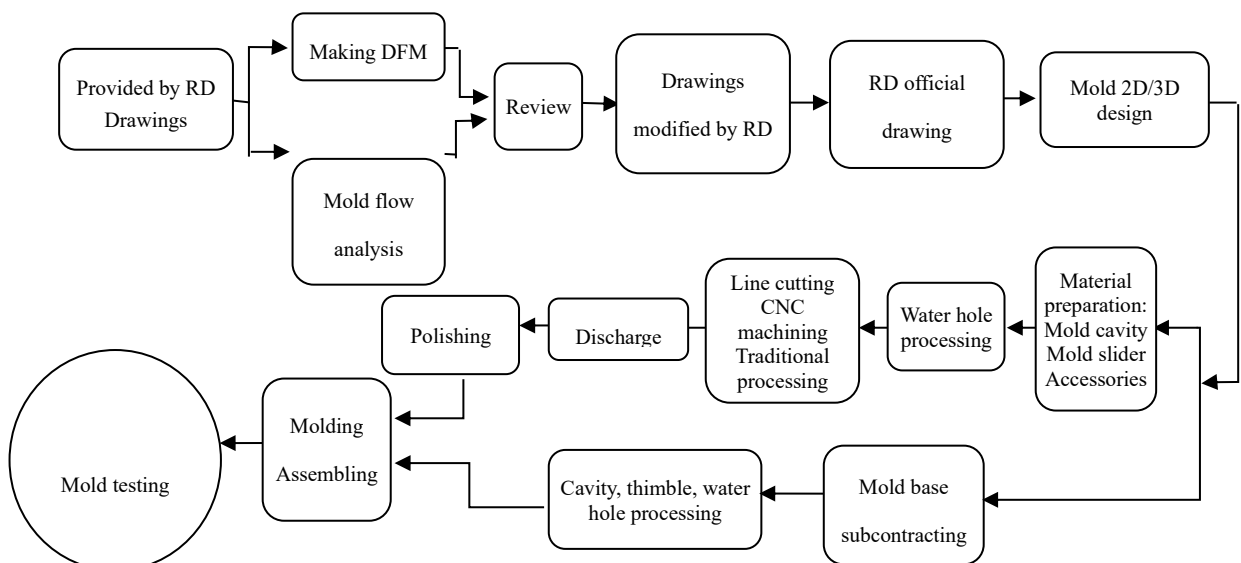
Product type		Major purpose and functions
Electronic Products	Rugged AI-powered laptops and tablets, and wearable devices	Rugged mobile laptop and tablet designed for military or industrial sectors, applicable to extreme environment.
Combo Mechanical Products	Plastic injection mechanical components	Chassis and mechanical parts for laptop ,tablet, game console, All-in-one PC 、cars, printers, and vacuum cleaner.etc
	Tooling	Plastic injection molding process
Automotive Parts	Die-casting automotive mechanical parts	Die-casting automotive parts for seat belt spindles and spools, automotive lighting, engine and brake system, generator, and rechargeable battery.
Aerospace Fasteners	Please refer to Chapter Four “Operational overview” of the 2025 Annual Report of NAFCO.	

2. Production process

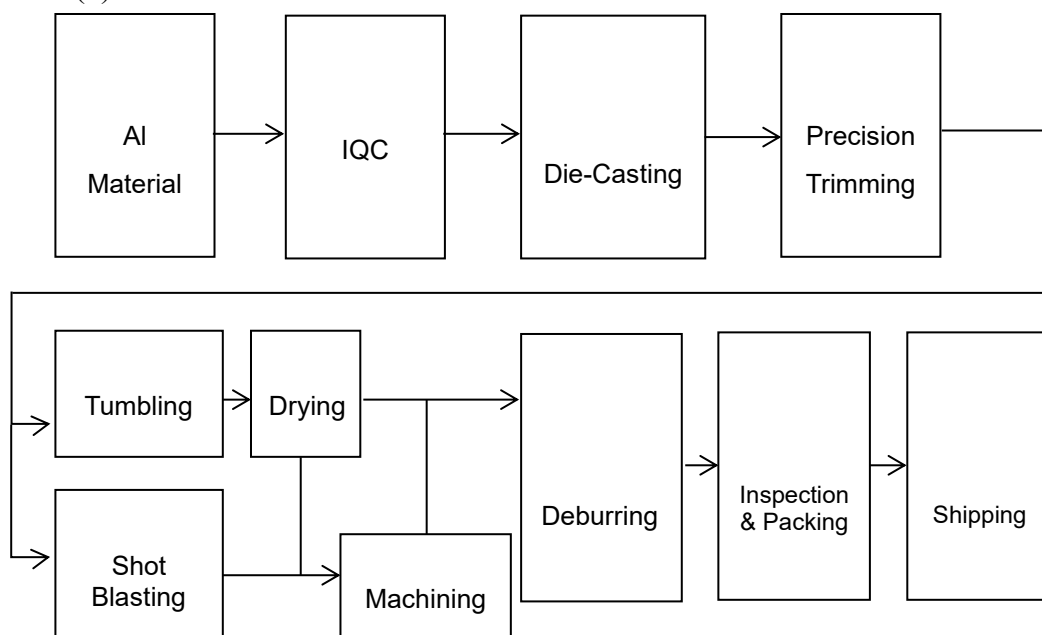
(1) Electronic Products



(2) Combo Mechanical Products



(3) Automotive Parts



(4) Aerospace fasteners : Aerospace Fasteners : Please refer to Chapter Four “Operational overview” of the 2025 Annual Report of NAFCO.

4.2.3 Key Raw Material Supply Status

Product	Component	Source	Supply
Electronic Products	CPU	USA/Malaysia/ China	Stable
	IntelChipset	USA/Malaysia/ China	Stable
	DRAM/ Memory	Taiwan/Korea/China	Tight
	PCB	Taiwan/China	Stable
	LCD	Taiwan/China/Japan	Stable
	Substrate (Electronic Component)	Taiwan/US/Korea/Japan/ Europe	Stable
	Plastic-Metal Components	Taiwan / China	Stable
Combo Mechanical Products	Plastic Resins	China/Japan	Stable
	Carbon fiber sheet	Taiwan / Thailand /China	Stable
	Aluminum sheet metal	China	Stable
	Paint	China	Stable
Automotive Parts	Al Alloy	Malaysia/China / United Arab Emirate/Saudi Arabia	Stable
Aerospace fasteners	Please refer to Chapter Four “Operational overview” of the 2025 Annual Report of NAFCO.		

4.2.4 Major customers and suppliers in the last two years

1. The name of the supplier that accounted for more than 10% of the total purchase in any of the last two year , and the proportion of the purchase amount, the reason for the changes :

Unit : In thousands of New Taiwan Dollars

Item	2024				2025			
	Name	Amount	Proportion to net purchase of the year [%]	Relation to the issuer	Name	Amount	Proportion to net purchase of the year [%]	Relation to the issuer
1	Others	17,565,071	100%	—	Others	21,388,202	100%	—
	Net purchase	17,565,071	100%	—	Net purchase	21,388,202	100%	—

Note : All variations had taken into consideration production/sales policies, raw material demands, suppliers' prices, actual delivery and quality of the respective years.

2. The name of the customer that accounted for more than 10% of the total sale in any of the last two year , and the proportion of the sale amount, the reason for the changes :

Unit : In thousands of New Taiwan Dollars

Item	2024				2025			
	Name	Amount	Proportion to net sale of the year [%]	Relation to the issuer	Name	Amount	Proportion to net sale of the year [%]	Relation to the issuer
1	Customer L	5,983,897	17%	None	Customer L	5,922,076	15%	None
2	Customer M	—	—	—	Customer M	4,543,767	12%	None
3	Others	29,684,489	83%	—	Others	28,982,001	73%	—
	Net sales	35,668,386	100%	—	Net sales	39,447,844	100%	—

Note : The changes are the responses to market trend, product needs, prospect of the industry, R&D technology, sale profit, and the contracts with customers.

4.3 Employees information

Year		2024	2025	Year-to-date March 31,2026
Employee Count	5,886	5,886	5,368	4,854
	4,163	4,163	4,396	4,346
	10,049	10,049	9,764	9,200
Average age		34.50	35.21	36.05
Average Years of service		4.40	5.03	5.42
Academic Qualification Distribution (%)	Ph.D.	0.09	0.13	0.13
	Master's degree	3.98	4.51	4.92
	College	29.89	31.02	33.21
	Senior High School	49.68	41.99	42.60
	Schools at the Senior Secondary Level and Below	16.36	22.35	19.14

4.4 Disbursements for environmental protection

Disbursements for environmental protection: any losses suffered by the company in the most recent fiscal year and up to the annual report publication date due to environmental pollution incidents (including any compensation paid and any violations of environmental protection laws or regulations found in environmental inspection, specifying the disposition dates, disposition reference numbers, the articles of law violated, and the content of the dispositions), and disclosing an estimate of possible expenses that could be incurred currently and in the future and measures being or to be taken. If a reasonable estimate cannot be made, an explanation of the facts of why it cannot be made shall be provided:

4.4.1 In 2025, the company did not experience any major environmental violations across its domestic and international facilities. For information on the relevant environmental expenditures of NAFCO, a subsidiary of the Company, please refer to Chapter Four "Disbursements for environmental protection" of the 2025 Annual Report of NAFCO.

4.4.2 In addition to complying with environmental protection law and regulations and the environmental protection requirements of the competent authorities, the Company continues to enhance employees' environmental awareness and concepts. The relevant environmental protection measures of the Company are as follows:

1. Green supply chain management

In response to the trend of international environmental protection, such as the requirements of product greening, toxic free, hazard free and environmentally friendly design, the Company has developed "Getac Hazardous Substances Free Standard" and "Getac Green Product Operating Procedures" and other related operating procedures and regulations, to actively promote overall product greening internally, and require all Getac suppliers to cooperate with the requirements of Getac environmental control regulations, not only to meet the requirements specified in the domestic and international environmental protection laws and regulations, so that the products can be successfully marketed globally, but also with stricter demand of self-expectation to meet the requirements of customers, while fulfilling the corporate responsibility and emphasizing the importance of environmental protection.

(1) The Company's system products has complied with the following international environmental directives and specifications, including:

- EU WEEE (Waste Electrical and Electronic Equipment Directives)
- EU RoHS Environmental Directive (Restriction of Hazardous Substances)
- EU REACH Regulation (Registration, Evaluation, Authorization and Restriction of Chemicals), including Substances of Very High Concern (SVHC)
- EU Batteries and Waste Batteries Regulation
- EU POPs Regulation (Persistent Organic Pollutants)
- EU Fluorinated Greenhouse Gases (F-gas) and Ozone-Depleting Substances (ODS) Regulations
- Halogen-free (specific products) and PAHs (polycyclic aromatic hydrocarbons) regulations
- EuP (Ecological Design Directive)
- Bronze Medal of EPEAT (Electronic Product Environmental Assessment Tool) set by the US Environmental Protection Agency.

(2) The products of plastic injection molding factory and metal die-casting molding factory have also complied with national environmental protection regulations and EU RoHS (Restriction of Hazardous Substances Directive) environmental protection directive standards.

2. Quality certification system

Based on industry nature and product attributes, the company and its subsidiaries have received the certification of international standard management systems. Please refer to the following list for details.

	GTH	GTC	ATC	GTK	MPTK	MPTZ	MPTV	GVL	GCS	GKS	MPTG	HTW
ISO9001 Quality management systems	V	V	V	V	V	V	V		V	V	V	V
ISO13485 Medical devices Quality management systems standards			V	V	V							
IATF 16949 International automotive Task force						V	V	V	V	V		
QC080000 Hazardous Substance Process Management System Requirements		V		V	V	V	V				V	V
ISO17025 General requirements for the competence of testing and calibration laboratories				V	V				V			
ISO14001 Environmental management systems (Note 1)	V	V	V	V	V	V	V	V	V	V	V	V
ISO14064-1 Greenhouse gases	V	V	V	V	V	V	V	V	V	V	V	V
ISO50001 Energy management systems (Note 2)				V	V	V			V	V		V
ISO45001 Occupational health and safety management systems (Note 3)			V	V	V	V	V	V	V		V	V
ISO27001 Information security management systems (Note 4)	V	V	V									
TISAX Trusted Information Security Assessment Exchange		V						V	V			
RBA VAP				V			V					V
RBA CMA					V	V						

Note 1: As of the date of this Annual Report, the validity period of the ISO 14001 certification is as follows :

GTH 2023.08~2026.08 ; GTC 2025.11~2026.08 ; ATC 2025.07~2028.06 ;
 GTK 2023.11~2026.11 ; MPTK 2025.09~2028.09 ; MPTZ 2025.08~2028.09 ;
 MPTV 2025.07~2028.07 ; GVL 2024.05~2027.05 ; GCS 2024.07~2027.07 ;
 GKS 2024.07~2027.07 ; MPTG 2024.10~2027.10 ; HTW 2026.01~2029.01

Note 2: As of the date of this Annual Report, the validity period of the ISO 50001 certification is as follows :

GTK 2025.08~2028.08 ; MPTK 2025.10~2026.09 ; MPTZ 2025.10~2026.09 ;
 GCS 2023.09~2026.09 ; GKS 2023.09~2026.09 ; HTW 2025.11~2026.11 .

Note 3: As of the date of this Annual Report, the validity period of the ISO 45001 certification is as follows :
ATC 2024.10~2027.10 ; GTK 2023.11~2026.11 ; MPTK 2025.09~2028.09 ;
MPTZ 2025.08~2028.06 ; MPTV 2025.07~2028.07 ; GVL 2024.05~2027.05 ;
GCS 2025.07~2028.07 ; MPTG 2024.10~2027.10 ; HTW 2026.01~2029.01 °

Note 4: As of the date of this Annual Report, the validity period of the ISO 27001 certification is as follows :
GTH 2025.12~2028.12 ; GTC 2025.12~2028.12 ; ATC 2025.12~2028.12 °

3.Exhaust gas, wastewater discharge and waste management shall be implemented in accordance with the relevant laws and regulations and discharge standards of the country where the factory is located, and a qualified waste treatment operator is commissioned to deal with the waste in the factory. No environmental violations occurred in 2025.

4.5 Labor relations

As a member of the hi-tech industry, Getac upholds the core concept of people-oriented while pursuing excellence, a brief description of the Company's labor relation is as follows:

4.5.1 Employee welfare policy

1. Employee Salary and Bonus: We provide competitive salary standards and adjust employees' salaries according to the overall business conditions and their personal performance. In addition, we also include mid-year bonuses, year-end bonuses, and generous patent incentive systems in order to inspire self-realization among outstanding.
2. Employee Welfare System: Getac provides a welfare system that is superior to laws and regulations. In addition to social, medical insurance and vacation systems, as well as basic measures such as allowances based on duties, in recent years, an 0.15% of annual turnover is allocated as welfare benefits, which is the maximum limit as set by the law. These benefits include birthday and festive gifts, funding for club, employee travel subsidies, health check subsidies, and English course subsidies. We also regularly arrange movie days and family day activities.
3. Leave System : Getac strictly prohibit forced labor. Each operation site follows local government regulations, stipulates attendance management methods, regulates the working hours of each class, and employees have clear policy of working and rest hours.
In Taiwan, employees are entitled to a special leave policy that exceeds the requirements of the Labor Standards Act. Upon successful completion of the probation period, employees are granted the right to three days of special leave in advance. In terms of working hours, a flexible working schedule is also implemented in Taiwan, allowing employees to start work between 8:00 and 9:00 a.m. and finish between 5:00 and 6:00 p.m., supporting flexible work arrangements.
4. Employee Advanced Study and Training: The Company has developed regulations for education and training operations, in addition to provide internal training courses from time to time; the Company also subsidizes the external training expenses of all units to achieve the purpose of talent cultivation. The Personnel Unit of the Company's Taiwan Headquarters organizes New Employees Training Camp to allow new employees to quickly understand the Company's organizational functions; it also plans to manage new knowledge, job function training and various lectures open to employees' participation. All units shall also learn the latest market information and professional knowledge depending on their requirement from professional organizations.
5. Retirement system: The Company establishes a complete and lawful retirement system in accordance with the Labor Pension Act and the Labor Standards Act. For the employees who applying the Labor Pension Act (new system), the Company will appropriate an amount equivalent to 6% of the employees' monthly salary to the employee account with the Bureau of Labor Insurance, which is operated normally.

4.5.2 Employee benefit maintenance measures

1. Labor agreement

The Company is based on the belief of caring for employees and sharing the benefits to coordinate with employees adequately and set up various communication channels within the Company, including holding the Labor and Management Meetings, expecting to maintain a good relationship between labor and management. In the future, the Company

will continue to uphold the principle of open and reasonable humane management and establish a multiple communication channels system. In addition to maintain the existing harmony between labor and management, it is expected that the relationship between labor and management can be further improved.

2. Various employee benefits maintenance measures

(1) Employee personal safety and working environment protection measures

In order to ensure the working environment and personal safety of employees, the Company has an “Occupational Safety and Health Policy” formulated to prevent occupational disasters, so that employees can be protected from occupational injuries, death, or resistance, and create a good working environment :

- Continue to create a safe and healthy working environment
- Continue to promote the business philosophy of safety and health
- The management objective is to maintain zero safety and health accident
- All employees must comply with safety and health regulations and systems

All factories have adopted the ISO 45001 Occupational Safety Management and Health System or the same level of management policies, and have established safety and health management plans. Include:

- Working environment risk assessment
- Regular inspection of machinery equipment
- Hazard Communication on Dangerous and Harmful Materials
- Request environmental testing organization to monitor the working environment of the factory area. Any nonconformity identified should be corrected immediately.
- Sign safety and health management agreements with contractors and conduct safety and health management training every year.
- Safety and health education and training for new recruits and in-service labors. For the work involving the use and disposal of hazardous materials, the hazard marking and general education training should be provided additionally. Arrange annual trainings for labor safety and health supervisors, organic chemical substance operation supervisors, or other on-job training for operators required by regulations.
- Regularly implement workplace safety and health inspections.
- Implement general health checkups and special health checkups for new recruits and in-service employees; also, arrange health-related lectures or activities occasionally.
- Set up contingency plans for plant accidents and set up task assignment with regular disaster prevention drills arranged.

(2) Employee Human rights

Getac Technology is fully committed to safeguarding basic human rights and fully complies with all requirements set forth in the RBA Code of Conduct (Responsible Business Alliance). The company advocates the UNGP Human Rights Convention (United Nations Guiding Principles on Business and Human Rights) and eradicates any form of conduct in violation of human rights. The ultimate goal is to raise the human rights awareness of all employees and stakeholders. All operating bases of the company strictly abide by local labor laws and regulations. Cooperating suppliers are also required to comply with the spirit and basic principles of universal human rights. Getac human rights policies and initiatives include the following :

- Compliance with laws and regulations: Compliance with local labor rights and regulations and acceptance of inspections and monitoring by competent authorities
- Equal workplace environment: Provision of a safe and friendly work environment for all staff members and prohibition of unequal treatment, discrimination, sexual harassment, and bullying at the workplace
- Prohibition of child labor: Prohibition of child labor and protection of minor workers
- Prohibition of forced labor and working hour management and employee compensation meeting or exceeding legal standards
- Occupational health and safety: Promotion of occupational health and safety and assistance in maintaining employees' physical and mental well-being and work-life balance
- Freedom of association: Respect for the right to freedom of association in accordance with applicable laws
- Environmental and community human rights: Commitment to reducing the impact of operations on the environment and biodiversity
- Service and product responsibility: Emphasis on the protection of customer privacy and ensuring products comply with international safety standards

(3) Employee communication and grievance channels

As a member of the science and technology industry, employees are Getac's largest assets. The Company values employees' opinions, sets up dedicated personnel within the Company to be responsible for employee relations, encourages employees to provide opinions and reflect issues, so that employees can have an objective channel to reflect and appeal. At the same time, the Company also set up an internal e-mail address - "Getac Speak Out" to provide another communication channel to exchange with the Company. The entire process is absolutely confidential and deeply trusted by employees with the effect of allowing employees to talk the talk and walk the walk.

4.5.3 List any losses suffered by the company in the most recent 2 fiscal years and up to the annual report publication date due to labor disputes (including any violations of the Labor Standards Act found in labor inspection, specifying the disposition dates, disposition reference numbers, the articles of law violated, the substance of the legal violations, and the content of the dispositions), and disclosing an estimate of possible expenses that could be incurred currently and in the future and measures being or to be taken. If a reasonable estimate cannot be made, an explanation of the facts of why it cannot be made shall be provided:

According to Official Letter No. 11460129931 issued by the New Taipei City Government on August 12, 2025, the Company was fined NT\$200,000 for violations of the Labor Standards Act. The violations included exceeding the statutory limits on extended working hours in breach of Article 32, Paragraph 2, as well as employees' failure to promptly report extended working hours, resulting in discrepancies between recorded working hours and the required reporting procedures, in violation of Article 24 of the same Act. In response, the Company has implemented a working hour early warning mechanism, whereby the system automatically sends notifications to employees and supervisors. In addition, the responsible unit prepares monthly overtime analysis reports to monitor abnormal working hour cases and provide follow-up tracking and employee care, thereby enhancing the overall effectiveness of working hour management. Currently, labor relations remain harmonious, and the likelihood of future losses arising from labor disputes is considered very low.

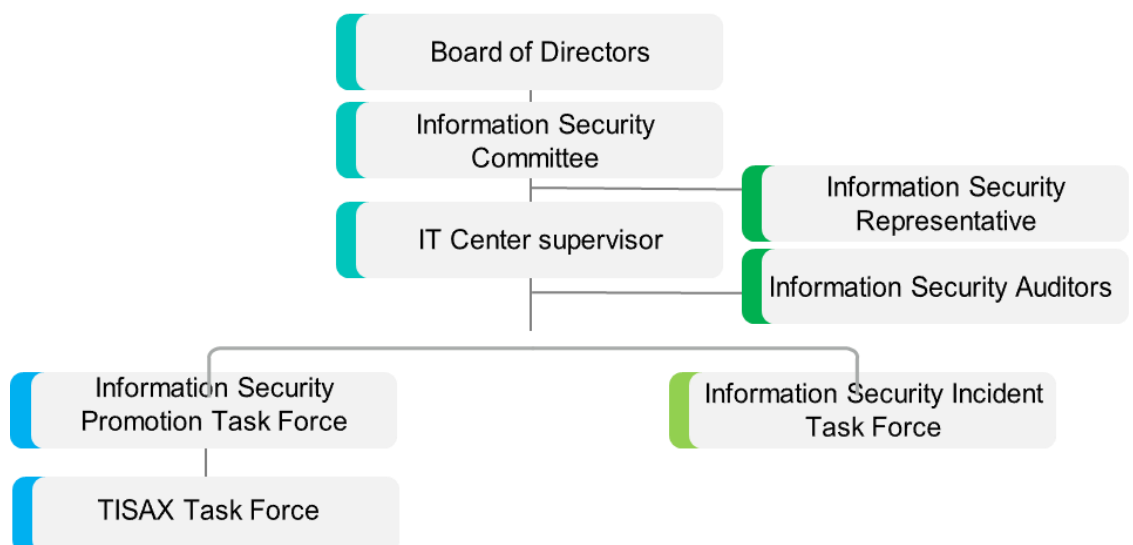
4.6 Cybersecurity management

4.6.1 State clearly the cybersecurity risk management structure, cybersecurity policy, specific management plan, and resources invested in the management of cybersecurity:

(1) Structure of cyber security risk management

To ensure the information asset security of the Company and of relevant stakeholders, the Company established the Information Security Committee in 2019. The Committee is responsible for overseeing the overall direction of information security policies, resource allocation, and decision-making on material information security matters, thereby ensuring that information security management mechanisms are effectively implemented across all operating units. The Information Security Committee convenes on a quarterly basis to review the status of information security implementation and to monitor domestic and international cybersecurity trends. It also deliberates on and makes decisions regarding material information security issues or incidents as they arise. The Chair of the Information Security Committee regularly reports relevant matters to the Board of Directors to ensure appropriate oversight and an effective feedback mechanism. The report on the Company's information and communications security management for fiscal year 2025 was submitted to the Board of Directors on November 12, 2025. Please refer to the table below for the "Governance Structure of the Information Security Committee."

Organizational Chart of Information Security



(2) Cyber security policy

The Company has established a comprehensive information security management system and has successfully implemented and obtained certification for the ISO 27001 Information Security Management System. This systemized management framework encompasses risk assessment, control measures, internal audits, and continuous improvement mechanisms, ensuring the confidentiality, integrity, and availability of information assets. It serves as a core foundation for the Company's overall information security governance and risk management framework.

In addition, the Company regularly reviews relevant domestic and international laws, regulations, and regulatory trends, and promptly updates its internal policies and operational procedures to maintain ongoing alignment between information security

management practices and external standards and regulatory requirements.

The overall information security management framework covers the key dimensions of identification, protection, detection, response, and recovery. Control measures are continuously optimized in response to changes in the risk landscape, thereby strengthening the Company's operational resilience and business continuity capabilities.

- (3) Management measures and resources invested in cyber security management
Pursuant to the information security policies and relevant management guidelines in place, we have established multi-level defense in depth and an information security protection network. The following stringent control measures are implemented:

Getac Information Security System Architecture				
Information Security Verification	Information Security Protection	Intrusion Detection	Event Response	Disaster Recovery
<ul style="list-style-type: none"> ● Threat intelligence analysis ● Information asset inventory ● Password management / two-factor authentication ● Source IP filtering ● Website content filtering ● Network monitoring 	<ul style="list-style-type: none"> ● Antivirus software ● Next-generation firewall ● Endpoint protection software ● Spam protection ● External network attack prevention ● Data encryption mechanism ● Social engineering drills ● WAF protection system ● External security perimeter management 	<ul style="list-style-type: none"> ● Antivirus software ● Next-generation firewall ● Vulnerability scanning and remediation ● Security Operations Center (SOC) ● Endpoint intrusion detection ● External exposure report 	<ul style="list-style-type: none"> ● Information security incident reporting ● Incident response SOP ● Cybersecurity response team ● Security incident awareness ● TWCERT membership ● Penetration testing and drills 	<ul style="list-style-type: none"> ● Multi-version backups ● Offsite backups ● Cloud backups ● Rapid system restoration ● Offsite support

- (4) Resources invested in cyber security management
- **Dedicated personnel:** The Chairperson serves as the Chair of the Information Security Committee, supported by four committee members, providing leadership to the Group's information security organization and personnel. The Information Integration Center (IIC) acts as the operational unit responsible for day-to-day information and communications security management.
 - **Quarterly information security meetings:** Information security meetings are convened on a quarterly basis to review the status of information security

implementation and domestic and international cybersecurity trends, as well as to deliberate and make decisions on material information security issues or incidents.

- Education and training: In fiscal year 2025, the overall training completion rate for all employees reached 95.77%. In addition, four global social engineering exercises were conducted during the year, with an average pass rate of 98%.
- The Company continues to invest in cyber security management. In 2025, the total expenses were NT\$48.82 million in relation to information security of our Company, subsidiaries and business units.
- ISO 27001 certification: The Company has obtained ISO/IEC 27001 certification. The current certificate is valid from December 2025 to December 2028.

4.6.2 State clearly any losses, possible impacts, and countermeasures caused by significant cybersecurity incidents in the year prior to the annual report publication date; if they cannot be reasonably estimated, an explanation must be made as to the fact that they cannot be reasonably estimated: None

4.7 Intellectual Property Management Plan

To strengthen the Company's technological development, protect its intellectual property rights, and enhance corporate competitiveness, the Company has formulated this Intellectual Property Management Plan and implemented it in its business operations to help achieve its operational goals, including the protection of trade secrets, trademark management, and patent planning. The Company's Intellectual Property Management Plan for fiscal year 2025 and its implementation status were reported to the Board of Directors on January 16, 2026.

4.7.1 Article 1 Trade Secret Protection Management Measures

- (1) Management of Internal Personnel's Confidentiality Obligations through Regulations and Policies

The Company has established specific rules governing the confidentiality obligations of directors, managers, and employees, as well as the handling of violations. These requirements are set forth in internal regulations, including the Ethical Management Best Practice Principles, Code of Ethical Conduct, Work Rules, Employee Code of Conduct, Employee Rewards and Disciplinary Measures, Personal and Confidential Data Management Regulations, and Resignation Management Procedures. All personnel are required to strictly comply with these confidentiality obligations.

- (2) Management of External Parties' Confidentiality Responsibilities through Confidentiality Agreements

The Company enters into confidentiality agreements with business partners, suppliers, and customers, stipulating their confidentiality obligations to safeguard the Company's rights and interests. Confidential information may only be disclosed externally after the agreement have been duly executed and approved by the authorized supervisor of the responsible unit. Employees must label documents or files containing confidential information (e.g., "Confidential") prior to any external disclosure.

- (3) Workplace Security Management

Without prior approval from the Company, employees shall not invite or permit external visitors. Approved visitors must complete registration procedures, exchange visitor badges, and remain within designated areas under employee escort at all times. For restricted areas (including but not limited to server rooms and manufacturing facilities), the Company has implemented access control systems, electronic surveillance, and anti-theft systems.

- (4) Information Security Management

The Company has established an Information Security Committee and issued a Group Information Security Policy Statement. It has also adopted Personnel Information Security and Computer Usage Guidelines to regulate internal equipment security controls and the use of software in compliance with intellectual property laws and license agreements. Quarterly social engineering drills are conducted for employees to reduce the risk of confidential information leakage.

- (5) Compliance with ISO 27001 and TISAX Dual Information Security Certifications

The Company has established an information security management system and is among the few domestic companies to have obtained both ISO 27001 and TISAX dual certifications. This ensures that the Company's information security management and personal data protection capabilities meet international standards and the requirements of major international clients.

- (6) Education and Training

The Company periodically promotes and provides training on trade secret protection to enhance employees' awareness of relevant regulations and laws.

(7) Management of Artificial Intelligence (AI) Tool Usage

In response to the rapid development of AI, the Company has established an AI Tool Usage Management Policy applicable to its subsidiaries in Taiwan, China, Vietnam, Europe, and the Americas. Each department has conducted internal advocacy or training in accordance with the policy, prohibiting employees from submitting confidential information to external AI tools and are encouraged to use the AI tool deployed in Company's closed-loop site to strengthen trade secret protection.

● Trade Secret Protection - Implementation Results Linked to Operational Objectives

(1) Protecting of R&D Outcomes to Enhance Product Competitiveness

The Company's research, development, customization, and manufacturing technologies are well protected, which effectively enriches the product line and supply capabilities. This, in turn, expands the sales market and increases market share.

(2) Preventing Leakage of New Product Information to Avoid Competitor Countermeasures

Information relating to the Company's new products is protected prior to market launch, thereby preventing competitors from planning defensive strategies. This enhances the Company's competitiveness in tendering processes and increases revenue.

(3) Protecting Sales Information to Expand Business Development Capabilities

The Company's information related to customer development and sales strategies is protected, strengthening the business unit's advantage in acquiring new customers, expanding the customer base, creating more sales opportunities, and increasing performance.

(4) Enhancing Employee Awareness of Trade Secret Protection

Quarterly social engineering drills are conducted for employees, and promotional materials regarding trade secret protection are distributed from time to time. In addition, related advocacy is carried out through online training courses to strengthen employees' awareness and understanding of trade secret protection.

(5) Comprehensive Protection of the Company's Trade Secrets and Confidential Information

Through the implementation of the Company's AI Tool Usage Management Policy and the use of internally developed AI tool deployed at the Company's closed-loop site, the Company ensures that employees not only improve work efficiency when using AI tools but also achieve the goal of comprehensively protecting trade secrets and confidential information.

4.7.2 Article 2 Trademark Management Measures

(1) Management via Self-Developed e-Trademark Electronic Platform

The Company uses its self-developed e-Trademark platform to centrally manage trademark information, conduct periodic reviews of trademark validity, and process renewals as necessary based on business requirements to ensure trademark use within valid terms.

(2) Risk Assessment Prior to the Use of New Trademarks

1. Before using any new trademark, the business unit, together with the legal department and external trademark firms, conducts searches of trademark databases in various countries to ensure there are no infringement concerns regarding trademark use.

2. When a business unit decides to use a new trademark, the legal department coordinates with the business unit to determine trademark application matters based on actual needs and submits trademark registration applications in the relevant countries or regions.

(3) Enforcement of Trademark Rights Protection Measures

In cases of suspected trademark infringement, the Company conducts verification and asserts its rights to prevent infringement and protect its trademark interests.

● Trademark Protection - Implementation Results Linked to Operational Objectives

To implement the spirit of sustainable brand management, the Company continues to strengthen its global trademark portfolio. To date, trademark registrations have been completed in 55 countries worldwide, including Taiwan, the United States, the European Union, India, New Zealand and Australia, covering major markets across five continents. The Company markets its products and services globally under the “Getac” trademark, reinforcing brand recognition and identity, and co-creates success stories with key customers using the company trademark, enhancing its brand reputation and influence. By consistently maintaining and strengthening its corporate and brand identity in the market, the Company expands its market presence, drives revenue growth, and achieves a virtuous cycle of brand value enhancement and sustainable business development.

4.7.3 Article 3 Patent Planning Management Measures

(1) Establishment of Patent Policies and Promotion of Technological Innovation

The Company has established a Patent Management Policy and a Patent Incentive Program, seeking to encourage employees to engage in innovative research and development activities, to ensure the formalization and protection of R&D outcomes through intellectual property rights, and to enhance the effective protection, utilization, and maintenance of the Company’s patent portfolio. In accordance with the Patent Incentive Program, the Company provides incentives such as proposal rewards, patent application rewards, and patent grant rewards, and recognizes employees who actively contribute to innovation and invention.

(2) Internal and External Resource Collaboration for Patent Application Formulation

The Company adopts a collaborative approach involving its R&D units, Patent Department, Patent Review Committee, and external advisors to review patent proposals submitted by employees. Through this cross-functional and external collaboration, the Company jointly formulates patent application strategies and contents to pursue and secure patents with substantive value.

(3) Review of Annuity Payments for Granted Patents

The Patent Department conducts periodic reviews of granted patents and performs a prudent assessment based on factors including product applicability, market competitiveness, and patent scope. Patents for which the anticipated benefits are deemed limited are submitted to the Patent Review Committee for deliberation on whether to discontinue maintenance. Through this process, the Company seeks to ensure the efficient utilization of patent resources while reducing ongoing maintenance costs.

(4) Optimization Plan for Patent Electronic Platform

In accordance with the patent operational workflow, the Company continuously optimizes its patent electronic platform to enhance operational efficiency and management effectiveness. Through ongoing system improvements, the platform supports the Company’s digitalized management strategy and strengthens overall patent administration.

(5) Product Infringement Risk Assessment and Design-Around Measures

The Patent Department conducts infringement risk assessments for newly developed products of the business units by reviewing whether competitors have established relevant patent portfolios. Based on such assessments, the Company provides infringement risk analyses and design-around recommendations to support product development and mitigate potential infringement risks.

- (6) **Development of Patent Portfolios with Offensive and Defensive Capabilities**
In collaboration with the R&D units, the Company evaluates the key features and technical elements of new technologies and develops dedicated patent portfolios accordingly. Through such strategic portfolio development, the Company aims to enhance the offensive and defensive capabilities of its patent assets.
- (7) **Education and Training**
In response to emerging technology trends and evolving regulatory requirements, the Patent Department conducts periodic education and training programs for employees. The training covers topics including the fundamentals of AI-related patents, relevant patent regimes, and practical aspects of patent applications, with the aim of enhancing employees' patent awareness and knowledge.
- **Patent Planning - Implementation Results Aligned with Operational Objectives**
 - (1) **Granted Patents Covering Diversified Solution Domains and Expanding Product Applications**
The Company's granted patents span a broad range of solution areas, including ruggedized USB technologies, electronic device industrial design, battery protection mechanisms, hybrid power supply and multi-source power switching technologies, display technologies, image processing methods, antenna configurations, and antenna tuning methods and devices. These patented technologies have been practically applied in product design, enhancing product functionality and competitiveness. As a result, the scope of product applications has been expanded to address diverse market needs, creating additional sales opportunities and contributing to revenue growth. At the same time, the related patent technologies are developed with industry application requirements in mind, strengthening the Company's capability to deliver comprehensive solution-based offerings.
 - (2) **Product Design-Around Measures Reducing Infringement Risks**
Through competitor patent analyses and the implementation of design-around solutions, the Company has effectively reduced potential patent infringement risks. These measures enable the Company's products to be marketed across multiple jurisdictions, maintain fulfillment and supply continuity, and support stable revenue generation.
 - (3) **Patent Investment for Artificial Intelligence (AI) Technologies**
In addition to pursuing patent applications related to product hardware and software, the Company has further strengthened its AI patent strategy by providing AI-focused patent education and training, and by guiding R&D units in developing AI-related patent proposals. These initiatives support the Company's systematic patent deployment in AI technologies. The current patent portfolio covers a wide range of AI applications, including image and speech recognition and processing methods, wireless network signal optimization mechanisms, and automation processes. Through continued patent protection in these areas, the Company reinforces its commitment to technological innovation and enhances the long-term competitiveness of its products.
 - (4) **Patent-Driven Product Development and Service Enhancement to Expand Revenue**
The Company continues to file patent applications across multiple jurisdictions. Invention and design patents account for more than 99% of the Company's total granted patents, demonstrating not only its commitment to enhancing product industrial design innovation and competitiveness, but also its sustained investment in strengthening core product technologies. Through ongoing research and development and corresponding patent protection, the Company continues to drive the development and upgrading of products and services, thereby supporting business expansion and creating revenue growth.

4.8 Important contracts :

Contract nature	Participants	Counterparty	Contact start / end date	Main contents	Restrictions
Long-term Loan Agreement	National Aerospace Fasteners Corp.	Bank of Taiwan	January 9, 2025 to December 9, 2036	Long-term loan obtained from Bank of Taiwan to fulfill operational needs.	As per agreement.
Long-term Loan Agreement	National Aerospace Fasteners Corp.	Taiwan Cooperative Bank, Ltd.	September 11, 2013 to September 11, 2033	Long-term loan obtained from Taiwan Cooperative Bank, Ltd. to fulfill operational needs and manufacturing facility construction.	As per agreement.
PROCUREMENT AGREEMENT	National Aerospace Fasteners Corp.	Party B and Party C	January 1, 2022 to December 31, 2026	The Company supplies products to Party B and Party C.	None
Long-term Loan Agreement	Getac Holdings Corporation	Yuanta Commercial Bank	August 20, 2024 to August 19, 2026	Long-term loan obtained from Yuanta Commercial Bank to fulfill operational needs.	As per agreement.
Long-term Loan Agreement	Getac Holdings Corporation	DBS Bank (Taiwan) Ltd.	July 21, 2025 to July 21, 2028	Long-term loan obtained from DBS Bank (Taiwan) Ltd. to fulfill operational needs.	As per agreement.
Strategic Distribution Agreement	Getac Inc.	Customer L	February 27, 2012 to February 26, 2013, automatically renews upon expiration	Appointment of Customer L as a distributor of the Participant's products.	None
Strategic Distribution Agreement	Getac Video Solutions, Inc.	Customer L	January 19, 2018 to January 18, 2019, automatically renews upon expiration	Appointment of Customer L as a distributor of the Participant's products.	None

V. Rreview and analysis of the company's financial position and financial performance, and a listing of risks

5.1 Financial position

Unit: In thousands of New Taiwan Dollars

Item \ Year	December 31, 2024	December 31, 2025	Difference	
			Amount	%
Current Assets	30,505,129	33,148,454	2,643,325	8.67
Investments accounted for under equity method	1,692,544	1,747,974	55,430	3.27
Property, Plant and Equipment	9,728,988	10,372,948	643,960	6.62
Intangible assets	725,032	700,734	(24,298)	(3.35)
Other Assets	3,864,381	4,177,140	312,759	8.09
Total Assets	46,516,074	50,147,250	3,631,176	7.81
Current Liabilities	14,624,825	15,938,806	1,313,981	8.98
Non- Current Liabilities	4,846,077	4,897,476	51,399	1.06
Total Liabilities	19,470,902	20,836,282	1,365,380	7.01
Share capital	6,181,424	6,224,787	43,363	0.70
Capital surplus	3,981,068	4,128,578	147,510	3.71
Retained Earnings	13,283,885	14,799,802	1,515,917	11.41
Other equity	1,064,272	943,101	(121,171)	(11.39)
Non-Controlling Interest	2,534,523	3,214,700	680,177	26.84
Total Stockholders' Equity	27,045,172	29,310,968	2,265,796	8.38
<p>(I) The main reasons for any material change in the Company's assets, liabilities, or equity during the past two fiscal years:</p> <p>1.The increase of the Non-Controlling Interest : This is mainly due to a cash capital increase undertaken by a subsidiary.</p> <p>(II) The aforesaid changes shall not pose material impact on the Company or its subsidiaries.</p>				

5.2 Financial performance

Unit: In thousands of New Taiwan Dollars

Item \ Year	2024	2025	Difference	
			Amount	%
Operating Revenues	35,668,386	39,447,844	3,779,458	10.60
Operating Costs	(24,340,697)	(26,901,103)	2,560,406	10.52
Gross Profit	11,327,689	12,546,741	1,219,052	10.76
Operating Expenses	(6,125,571)	(6,348,928)	223,357	3.65
Operating Profit	5,202,118	6,197,813	995,695	19.14
Non-Operating Income and Expenses	653,354	512,969	(140,385)	(21.49)
Profit before income tax	5,855,472	6,710,782	855,310	14.61
Income tax expense	(1,159,961)	(1,246,517)	86,556	7.46
Profit for the year	4,695,511	5,464,265	768,754	16.37
Other comprehensive income (loss) for the year, net of tax	1,465,339	(115,192)	(1,580,531)	(107.86)
Profit attributable to Owners of the parent	4,447,803	5,226,971	779,168	17.52
Total comprehensive income attributable to Owners of the parent	5,850,088	5,108,193	(741,895)	(12.68)

(I) The main reason for the change in the last 2 years::

1. The decrease of the Non-Operating Income and Expenses : This is mainly due to a decrease in foreign exchange gains recognized during the current period.
2. The decrease of the Other comprehensive income (loss) for the year, net of tax : This is primarily due to more unfavorable exchange differences arising from the translation of financial statements of foreign operations compared to the previous period.

(II) Expected sales volume and basis of estimate: The Company does not prepare financial forecasts, hence it is not applicable.

(III) The possible effect upon the Company's financial operations as well as measures to be taken in response: No material effect.

5.3 Cash Flow

Unit: In thousands of New Taiwan Dollars

Cash and Cash Equivalents, Beginning of Year	Net Cash Flow from Operating Activities	Cash Outflow	Cash Surplus (Deficit)	Leverage of Cash Deficit	
				Investment Plans	Financing Plans
14,371,963	5,776,322	(8,436,027)	11,712,258	-	-

5.3.1 Analysis of cash flow changes during this fiscal year :

1. Operating activities : Although operating income increased during the current period, net cash inflows from operating activities decreased due to strategic inventory procurement and other related factors.
2. Annual cash outflow : Cash outflow of this year was mainly due to the acquisition of property, plant and equipment, repayment of bank loans and the payment of dividends.

5.3.2 Improvement plans for cash deficits : Not applicable.

5.3.3 Cash liquidity analysis for the next fiscal year :

Unit: In thousands of New Taiwan Dollars

Cash and Cash Equivalents, Beginning of Year	Net Cash Flow from Operating Activities	Cash Outflow	Cash Surplus (Deficit)	Leverage of Cash Deficit	
				Investment Plans	Investment Plans
13,820,400	5,485,379	(5,483,180)	13,822,600	-	-

1. Analysis of cash flow changes during this fiscal year :

- (1) Operating activities : It is expected that the cash inflow will be caused by the continued profit.
- (2) Annual cash outflow : The expected cash outflow is mainly due to the expansion of the plant and production equipment and the payment of cash dividends.

5.4 The effect upon financial operations of any major capital expenditures during the most recent fiscal year : None.

5.5 The Company's reinvestment policy for the most recent fiscal year :

5.5.1 The reinvestment policy for the most recent fiscal year :

The reinvestments of the Group are long-term strategic planning for future business demands, hoping to increase revenues and profits.

5.5.2 The main reasons for the profits/losses generated from reinvestments and the plan for improving re-investment profitability :

Profits were mainly caused by the stable growth of business and proper control of costs. The loss was mainly caused by the reason that it is still on the stage of developing new products or the sales of products fell short of expectation. In addition, the Group will hold review meeting regularly to improve management performance.

5.5.3 Investment plans for the coming year :

The Company will follow the operating strategy to execute the global investment plans.

5.6 The section on risks

5.6.1 The effect upon the Company's profits (losses) of interest and exchange rate fluctuations and changes in the inflation rate, and response measures to be taken in the future :

1. The influence of the changes in interest rate and exchange rate, and inflation in 2025 on the profits (loss) of the Company :

Unit : In thousands of New Taiwan Dollars

Item	2025	
	Amount	As a percentage of revenues %
Interest income (expense)	173,271	0.44
Exchange gains (losses)	52,402	0.13
Gains/losses on valuation of financial instruments	(11,292)	(0.03)

Note : The influence of inflation on the profits (loss) of the Company is insignificant.

- 2 The response measures taken by the Company for interest and exchange rate fluctuations and changes in the inflation rate :

- (1) Accounts receivable and accounts payable are mostly denominated and charged in USD in order to reduce the impact of exchange rate fluctuations on overall profits.
- (2) All derivative transactions the Company has currently undertaken are intended to hedge against foreign currency assets and liabilities shown on the balance sheet. As required by "Procedures for Derivatives Trading," Regularly assess the profit and loss to reduce the impact of the exchange rate on the overall profits. The forward foreign exchange and foreign SWAP transactions signed by the Company are mainly to avoid the exchange rate risk of import and export prices, but no hedge accounting is applied.
- (3) The Company gathers regular information on exchange rate, interest rate, and the financial market. In the occurrence of extreme market events, the executive management will be notified immediately for proper actions.
- (4) The Company maintains close interactions with banks and conducts regular assessments to secure the best borrowing rates, and therefore reduces impact of interest rate variations on income.
- (5) There is no obvious inflation occurred in 2025 and as of the annual report printing date.

5.6.2 The Company's policy regarding high-risk investments, highly leveraged investments, loans to other parties, endorsements, guarantees, and derivatives transactions; the main reasons for the profits/losses generated thereby; and response measures to be taken in the future :

1. The Company does not engage in high-risk and highly leveraged investments.
2. Loan to others was undertaken in accordance with the "Procedure for Lending Funds to others". As of the December 31, 2025 and March 31, 2026, the Company and subsidiaries had balance of loans to third parties amounting to NT\$7,682,260 thousand and NT\$9,599,428 thousand, respectively. ; However, from the perspective of consolidated, there were no funds and loans at the end of 2025 and on March 31, 2026.

3. Endorsement/guarantees in favor of third parties were undertaken in accordance with the “Procedures for Endorsements and Guarantees”. As of the December 31, 2025 and March 31, 2026, the Company and subsidiaries had balance of endorsements/ guarantees undertaken in favor of third parties amounting to NT\$133,578 thousand and NT\$135,979 thousand, respectively.
 4. Derivatives transactions are conducted in accordance with “Procedures for Derivatives Trading.”
- 5.6.3 Research and development work to be carried out in the future, and further expenditures expected for research and development work :
1. Research and development work to be carried out in the future
Building on our past foundation and enhanced by more precise technological capabilities, we will focus more on integrating software with hardware to deliver service-oriented system solutions. Adopting a more proactive model of hardware outsourcing and in-house software development to enhance product complexity and customer value.
 2. In this year (2026), the Company planned to appropriate NT\$2,001,950 thousand in R&D.
- 5.6.4 Effect on the Company’s financial operations of important policies adopted and changes in the legal environment at home and abroad, and measures to be taken in response : Please refer to Chapter 2 of this annual report for a summary of the implementation of our sustainability initiatives.
- 5.6.5 Effect on the company's financial operations of developments in science and technology (including cyber security risks) as well as industrial change, and measures to be taken in response : Please refer to Chapter 2 of this annual report for a summary of the implementation of our sustainability initiatives.
- 5.6.6 Effect on the Company’s crisis management of changes in the Company’s corporate image, and measures to be taken in response : None.
- 5.6.7 Expected benefits and possible risks associated with any merger and acquisitions, and mitigation measures being or to be taken : None.
- 5.6.8 Expected benefits and possible risks associated with any plant expansion and mitigation measures being or to be taken : The Company acquired land and buildings located on Dazhi Road on April 2020 and plans to rebuild factory on this newly acquired site in order to meet the future demand growth. The construction of the factory is still ongoing as of the annual report publish date and therefore no profit or loss is occurred nor does significant risk.
- 5.6.9 Risks associated with any consolidation of purchasing or sales operations, and mitigation measures being or to be taken :
- Purchasing : Main raw material procurement policy is based on the principle of maintaining two suppliers or more and distribution of purchasing and establishing safe stock with major suppliers and instantly updating changes in demand to maintain a long-term and close collaboration relationship and to ensure the sources of all materials.
- Sales : The company strong R&D and manufacturing capability has enabled it to maintain long-term relationship with existing customers while at the same time explore new customers to diversify revenue sources. There should not be any concentration in sales that would

impact the Company's growth.

5.6.10 Effect upon and risk to the Company in the event a major quantity of shares belonging to a director, supervisor, or shareholder holding greater than a 10 percent stake in the Company has been transferred or has otherwise changed hands, and mitigation measures being or to be taken : There is no instances in which a major quantity of shares belonging to directors, supervisors, or shareholders holding greater than a 10 percent stake in the Company is transferred or otherwise changes hands.

5.6.11 Effect upon and risk to company associated with any change in governance personnel or top management, and mitigation measures being or to be taken : None.

5.6.12 Litigation and non-contentious matters :

1. In the most recent fiscal year, up to the publication date of this annual report, there had been no litigations, non-contentious cases, or administrative litigations involving the Company, the Company's director, president, person-in-charge, any shareholder with more than 10% ownership interest, or any subsidiary of the Company that would have significant impact on shareholders' equity or securities prices, as described in the subparagraph 12, Paragraph 6, Article 20 of "Regulations Governing Information to be Published in Annual Reports of Public Companies.". Such matters, if they were to occur, could significantly affect shareholder equity or stock prices.
2. For information on the relevant of NAFCO, a subsidiary of the Company, please refer to Chapter Five "Litigation and non-contentious matters" of the 2025 Annual Report of NAFCO.

5.6.13 Other important risks, and mitigation measures being or to be taken : None.

5.7 Other important matters : None.

VI Other items deserving special mention

6.1 Information related to the company's affiliates

6.1.1 The consolidated business reports of affiliates

Please visit the website of the MOPS of the Taiwan Stock Exchange

(website:https://mopsov.twse.com.tw/mops/web/t57sb01_q10)(Company Code: 3005) inquiry.

6.1.2 Consolidated financial statements of affiliates

In connection with the Consolidated Financial Statements of Affiliated Enterprises of Getac Holdings Corp. (the “Consolidated FS of the Affiliates”), we represent to you that, the entities required to be included in the Consolidated FS of the Affiliates as of and for the year ended December 31, 2025 in accordance with the “Criteria Governing Preparation of Affiliation Reports, Consolidated Business Reports and Consolidated Financial Statements of Affiliated Enterprises” are the same as those required to be included in the Consolidated Financial Statements of Getac Holdings Corp. and its subsidiaries (the “Consolidated FS of the Group”) in accordance with International Financial Reporting Standard 10, as well as that, the information required to be disclosed in the Consolidated FS of Affiliates is disclosed in the Consolidated FS of the Group. Consequently, Getac Holdings Corp. does not prepare a separate set of Consolidated FS of Affiliates.

6.1.3 Affiliation report : Not applicable.

6.2 The status of private placement of securities during the most recent fiscal year or during the current fiscal year up to the date of publication of the annual report : None.

6.3 Other matters that require additional description : None.

6.4 Any of the situations listed in Article 36, paragraph 3, subparagraph 2 of the Securities and Exchange Act, which might materially affect shareholders' equity or the price of the company's securities, has occurred during the most recent fiscal year or during the current fiscal year up to the date of publication of the annual report, such situations shall be listed one by one : None.

Getac Holdings Corporation

Chairman: Hwang, Ming-Hang

Getac

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