

# Summary of Audit and Corrective Actions for Prioritized Supplier Facilities

To whom it may concern in EPEAT Criteria 7.1.3 Social Responsibility Performance Audits of High-Risk Suppliers

Getac Technology Corporation assesses all suppliers using a 100-point scale based on a weighted analysis of geographic, product and sector-specific, enterprise risk and supplier characteristics / materiality factors. The assessment covers risk categories identified in Annex C of EPEAT Responsible Supply Chains Criteria. In addition to facilities identified as High Risk through this 100-point scale (scoring 60 or above), supplier facilities with priority non-conformances that have not been remediated within the specified timeframe are also classified as Prioritized Supplier Facilities.

In 2025, for the first time, Getac Technology Corporation conducted labor rights and OHS audits at supplier facilities during the 12-month period from January 1 to December 31. This included all of Getac Technology Corporation's identified Prioritized Supplier Facilities. The disclosures below encompass all suppliers utilized by the Company during the stated 12-month period.

## Overview of Labor right and OHS Audits from the past year

Overview of Labor right and OHS Audits	CY25 (1st year)
<b>The Number of Audits Conducted</b>	9
<b>Percentage of Directly Contracted Supplier Facilities That were Audited</b>	100%

## Percentage of Total Supplier Facilities per Risk Category

Risk Level	CY25 (1st year)
<b>High Risk / Overall risk score of 60 or above (on a 100-point scale)</b> Facilities categorized as "Prioritized" include those identified as high-risk through weighted analysis or those with outstanding priority non-conformances.	11%
<b>Medium Risk / Overall risk score between 40 and 60</b>	22%
<b>Low Risk / Overall risk score &lt; 40</b>	67%

## Continuous Improvement and Capacity Building

Getac Technology Corporation drives improvements for those identified as Prioritized Supplier Facilities. All audit findings are subject to a corrective action plan (CAP) that is co-led by both a Getac representative and a representative of the supplier facility in question to ensure the findings identified are remediated in the required timeframe specified in the audit. Getac also supports all supplier facilities in pursuit of recognition through the VAP assessment program offered through the RBA and provides additional training and guidance to help build internal capacity to assess and implement needed changes.

## Summary of Major Non-Conformances for Prioritized Supplier Facilities

The following tables summarize the non-conformances and subsequent corrective actions taken at Prioritized Supplier Facilities from January 2025 to December 2025:

Labor	# of Non-Conformances <sup>1</sup>	Country	Category of Product Spend	of Total Supplier Facilities Impacted <sup>2</sup>
<b>Working Hours</b>	1	Taiwan	Final Assembly	11.1%
<b>Labor Management System</b>	1	Taiwan	Final Assembly	11.1%

### Actions taken to address these non-conformances with suppliers:

- **Rigorous Working Hour Surveillance:** Getac maintains a continuous monitoring mechanism for suppliers identified with working hour risks. Through the review of monthly data, we swiftly identify deviations and initiate immediate follow-up actions to ensure compliance.
- **Root Cause Analysis & Collaborative Remediation:** We adopt a partnership approach to identify root causes of non-compliance. By collaborating with suppliers, we implement practical, systemic solutions—such as optimizing production scheduling and refining workforce planning.

Health and Safety	# of Non-Conformances <sup>1</sup>	Country	Category of Product Spend	of Total Supplier Facilities Impacted <sup>2</sup>
<b>Occupational Health and Safety</b>	1	Taiwan	Final Assembly	11.1%

### Actions taken to address these non-conformances with suppliers:

- **Supplier Capacity Building:** We implement capacity-building programs designed to enhance suppliers' management maturity and understanding of critical occupational health and safety issues.

<sup>1</sup> These totals reflect both priority and major VAP non-conformances across Prioritized Supplier Facilities.

<sup>2</sup> The percentage of total supplier facilities impacted in our audit program.

## Allegation Management

Getac Technology Corporation takes reports regarding possible labor rights and OHS (Occupational Health and Safety) violations seriously. Persons who know of, or suspect, a violation of applicable laws, regulations, or Getac Supplier ESG Code of Conduct, are encouraged to utilize the following reporting options:

Reporting Channels:

- Sustainability Team: [GTC.Sustainability@getac.com](mailto:GTC.Sustainability@getac.com)
- Online [Contact Us form](#).

Any reported violation will be kept confidential to the maximum extent allowed under applicable laws. Such reports may be made anonymously, by using any of the methods set forth above. Although reports of violations or suspected violations may be made verbally, Getac will not retaliate against anyone who provides information or otherwise assists in an investigation or proceeding regarding any conduct the person reasonably believes constitutes a violation.

Suppliers are expected, consistent with applicable laws and contractual obligations, to provide reasonable assistance to any investigation by Getac of a violation, and to allow Getac reasonable access to all facilities, records and documentation concerning their compliance with the laws, regulations, or Getac Supplier ESG Code of Conduct under investigation.

If independent civil society organizations allege failure of supplier facilities to meet labor rights or OHS provisions, the Company will initiate an investigation mechanism. For allegations occurring within the past two years, we will conduct meaningful stakeholder engagement, compare allegations against past audit reports to identify inconsistencies, and require suppliers to take corrective actions.

## Freedom of Association and Collective Bargaining

Getac Technology Corporation supports the rights of its employees and its suppliers' employees to form or enroll in a worker representation body, or to refrain from doing so. Getac requires, as part of its Supplier Requirements, that all supplier facilities communicate a policy regarding freedom of association and collective bargaining to all employees. The policy must abide by the RBA Code of Conduct's requirements for Freedom of Association and Collective Bargaining and clearly state that the supplier facility will not interfere, discriminate against, retaliate against, nor harass any employee who joins a trade union or similar association and/or participates in collective bargaining (as well as those employees who choose not to do so). SA 8000 and the RBA VAP cover these requirements, and these requirements are included in our supplier audit program.