

## **Summary Report on Worker Engagement and Labor Conditions Improvement for Prioritized Supplier Facilities 2025**

To whom it may concern in EPEAT Criteria 7.1.5 Suppliers details for worker engagement

### **Worker Engagement Methodology**

Getac Technology Corporation adopts a proactive empowerment strategy for supply chain facilities, requiring all in-scope facilities to establish continuous and responsive two-way communication mechanisms. All our supplier facilities are required to follow the RBA Code of Conduct (including the requirements for Freedom of Association and Collective Bargaining as well as Worker/Stakeholder Engagement and Access To Remedy), and we verify their effectiveness through the Responsible Business Alliance (RBA) Validated Assessment Program (VAP). We require suppliers to provide diverse communication channels, including emails, hotlines, and anonymous suggestion boxes, with bilingual support in Chinese and English to enhance accessibility. These mechanisms encompass worker representatives elected directly by workers and worker-management committees, fully aligning with the spirit of International Labour Organization (ILO) Conventions No. 87 (Freedom of Association) and No. 98 (Right to Organize and Collective Bargaining).

The effectiveness of worker engagement is concretely embodied in the development and monitoring of remediation plans. Using the remediation of medical examination fees at prioritized supplier facilities in 2025 as an example, the company ensured that the representative organization of the affected facility was deeply involved in root cause analysis and the development of corrective action plans. Worker representatives assisted in verifying the list of affected workers and providing recommendations on the repayment schedule. During the implementation phase, worker representatives were authorized to monitor the entire repayment process and co-signed confirmation documents with the affected workers.

## **Worker Grievance and Complaint Mechanisms**

The Company has established a grievance mechanism that is open to all supply chain workers, supports anonymous channels, and strictly enforces a non-retaliation principle. The grievance handling procedure includes reception, impartial assessment, independent investigation, and diversified resolution pathways, including mediation or negotiation, aimed at ensuring every complaint achieves a closed-loop resolution.

The worker engagement methodology and grievance procedures described in this report apply to all prioritized facilities in scope as defined in Criterion 7.1.3. Regarding the inaugural reporting year of 2025, we processed 1 case involving forced labor indicators (medical examination fees) and 3 complaints involving labor rights categories (including 2 cases of verbal abuse and 1 case regarding employee meal satisfaction) at prioritized supplier facilities. As of the end of 2025, all cases were handled through direct communication with workers via formal procedures, achieving a 100% closure rate with an average processing time of 64 days. As this is the first year of public disclosure, these results will serve as the baseline for trend monitoring, and we are committed to tracking the fluctuations of various issues in future reports.

## **Process and Outcomes of Issues Addressed Through Collective Dialogue and/or Bargaining**

Regarding the process and outcomes of issues addressed through Collective Dialogue or Collective Bargaining, the Company hereby publicly discloses that during the 2025 reporting year, neither the Company nor the in-scope supplier facilities received any other cases requiring systemic remediation or resolution of major disputes through formal collective dialogue or bargaining procedures.

This reflects that the preventive communication mechanisms required by the Company, such as routine labor-management meetings, have functioned as intended. Labor and management have been able to continuously reach consensus through stable daily dialogue mechanisms, effectively preventing the occurrence of systemic labor disputes. We remain committed to maintaining harmonious and transparent labor relations and will continue to monitor relevant developments in future annual reports to uphold the long-term stability and resilience of the supply chain.