

## Summary of Audit and Corrective Actions for Prioritized Supplier Facilities by Country and Category of Production Spend 2024

The following tables summarize the major non-conformances and subsequent corrective actions taken at Prioritized Supplier Facilities from January 2024 through December 2024:

A.Labor	# of Major Non-Conformances	Number of CAP	% of CAP	Country	Category of Production Spend
Prohibition of Forced Labor	0	0	0%	N/A	N/A
Young workers	0	0	0%	N/A	N/A
Working Hours	7	7	100%	China	Component Supplier
Working Hours	2	2	100%	China	Final Assembly Facility
Wages and Benefits	5	5	100%	China	Component Supplier
Non-Discrimination / Non-Harassment / Humane Treatment	0	0	0%	N/A	N/A
Freedom of Association and Collective Bargaining	0	0	0%	N/A	N/A
Management System	4	4	100%	China	Component Supplier
Management System	2	2	100%	China	Final Assembly Facility

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

**Training Requirements:** Suppliers' HR departments are required to complete professional training on anti-forced labor and fair recruitment practices.

**Wage Transparency:** Suppliers must provide payslip formats that clearly itemize basic wages, overtime hours and rates, various allowances, and detailed deductions. Additionally, suppliers must conduct training for employees regarding their wage rights.

**Data Monitoring:** Suppliers are required to provide working hour records for direct labor (e.g., on a monthly basis) and perform data analysis to monitor for any abnormal patterns of systemic excessive overtime.

**Management System Requirements:** Suppliers must demonstrate the establishment of a digitized working hour management system capable of automatically alerting and restricting excessive overtime scheduling.

B.Health and Safety	# of Major Non-Conformances	Number of CAP	% of CAP	Country	Category of Production Spend
Occupational Health and Safety	0	0	0%	N/A	N/A
Emergency Preparedness	1	1	100%	China	Component Supplier
Occupational Injury and Illness	2	2	100%	China	Component Supplier
Industrial Hygiene	1	1	100%	China	Component Supplier
Physically Demanding Work	0	0	0%	N/A	N/A
Machine safeguarding	0	0	0%	N/A	N/A
Food, Sanitation and Housing	1	1	100%	China	Component Supplier
Management System	1	1	100%	China	Component Supplier

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

**Professional Training:** Suppliers' EHS teams are required to complete RBA-recognized risk management and occupational safety management courses.

**Drill Requirements:** Suppliers are required to submit emergency drill records and post-action review reports annually.

**Emergency Response Facility Checklist:** Suppliers are required to periodically submit self-inspection checklists for their emergency response facilities.

**Chemical Inventory Management:** Suppliers must maintain and upload a comprehensive chemical inventory, ensuring all chemicals have Safety Data Sheets (SDS) and proper labeling.

**Hazardous Equipment and Inspection:** Suppliers must establish and upload a list of hazardous equipment and provide monthly self-inspection photos or records of machine guarding points.