



**SMART Technologies ULC**  
 Suite 600, 214 11 Ave SW  
 Calgary, AB T2R 0K1  
 CANADA

**Phone: 403.245.0333**  
 Fax: 403.228.0336  
 info@smarttech.com  
 www.smarttech.com

**SMART Technologies ULC**

**Supplier Labour Audit Summary 2024**

2024-05-30

As part of an ongoing journey to continuously improve our environmental, social and governance (ESG) standards, SMART has introduced direct supplier labour and OHS (occupational health and safety) audit reporting.

The summary below lists direct suppliers audited to date. SMART is expanding the audit scope over time.

|  |                         |     |                                   |     |   |    |
|--|-------------------------|-----|-----------------------------------|-----|---|----|
| <b>Geography:</b><br><b>Number of facilities audited:</b><br><b>Number of nonconformities:</b><br><b>Percentage of nonconformities:</b>  | China<br>1<br>2<br>100% |     |                                   |     |   |    |
|  | <b>Nonconformances</b>  |     | <b>Repeat<br/>Nonconformances</b> |     | <b>Corrective Action<br/>Completion</b> |    |
| <b>Labour Provisions</b>   | #                       | %   | #                                 | %   | #                                       | %  |
| a) The International Labor Standards identified in the ILO Declaration on Fundamental Principles and Rights at Work and defined in the following Conventions:  |                         |     |                                   |     |   |    |
| 1) Freedom of association and collective bargaining (C. 87 and C. 98),   |                         |     |                                   |     |   |    |
| 2) Forced labor (C. 29 and C. 105),  |                         |     |                                   |     |   |    |
| 3) Child labor and the worst forms of child labor (C. 138 and C. 182),   |                         |     |                                   |     |   |    |
| 4) Discrimination (employment and occupation) (C. 111).  |                         |     |                                   |     |   |    |
| b) Domestic law in the legal jurisdiction regulating:  |                         |     |                                   |     |   |    |
| 1) Minimum wages,  |                         |     |                                   |     |   |    |
| 2) Working hours,  | 1                       | 50% | 1                                 | 50% | 0                                       | 0% |
| 3) Overtime compensation,  |                         |     |                                   |     |   |    |
| 4) Employment contractual relationships  | 1                       | 50% | 1                                 | 50% | 0                                       | 0% |
| Human trafficking as defined in The Protocol to Prevent, Suppress and Punish Trafficking in Persons Especially Women and Children, supplementing the United Nations Convention against Transnational Organized Crime |                         |     |                                   |     |   |    |