



CALIFORNIA TRANSPARENCY IN SUPPLY CHAINS ACT DISCLOSURE

Targus is committed to ensuring that our supply chain reflects Targus's values and respect for human rights and the environment.

Targus's relationships with suppliers are based on lawful, socially responsible and fair practices. We expect our suppliers to obey the laws and regulations that require them to treat workers fairly, provide a safe and healthy work environment and protect environmental quality.

Targus obligates its suppliers by contract to certify compliance with our "Corporate Social Compliance Standards," which are contained in our Vendor Management Guidelines. These standards require that suppliers not utilize forced, prison, or indentured labor, or subject workers to any form of compulsion or coercion. Targus's suppliers are obligated to impose the same standards on their suppliers.

Targus has a program to verify supplier compliance with our standards, which includes on-site audits of supplier factories conducted by Targus personnel trained in auditing techniques to recognize and report non-compliance with our expectations.

To maintain internal accountability, Targus sourcing personnel follow an "eyes always open" approach under which all relevant personnel are trained to recognize environmental, health, safety, and labor concerns, including issues relating to human trafficking and forced labor, and to report and investigate all suspicions of improper conduct at all suppliers globally.

Suppliers that fail to meet Targus's expectations are required at a minimum to take immediate corrective actions. Failure to implement such actions will lead to the termination of the supplier relationship. Employees who violate Targus's policies are subject to disciplinary action up to and including termination of employment.

This disclosure applies to all consolidated Targus affiliates that are California taxpayers subject to the California Transparency in Supply Chains Act.