



REPORT ON FORCED LABOUR AND CHILD LABOUR

This document constitutes ITI Inc.'s (hereinafter "ITI") report within the meaning of Canada's *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (hereinafter the "Act") for the fiscal year ended on December 31, 2023. Below, we set out the policies and processes in place to assess and prevent against the potential for slavery and child labour in our operations and supply chain.

OUR STRUCTURE, OPERATIONS AND SUPPLY CHAIN

Since 1991, ITI has been supporting companies that want to improve their competitiveness by offering high-performance IT solutions and a human consulting service. ITI is a Quebec company headquartered in the City of Québec. Our core business spreads across five technology pillars:

- Networking and security—wired or wireless networking, cybersecurity, etc.
- Modern workplace—productivity and collaboration tools, access and identity management, etc.
- Infrastructure and data centres—servers, storage, desktop virtualization, data management, etc.
- Cloud transformation—cloud migration and modernization, etc.
- Business intelligence and analytics—data-driven strategies

ITI's supply chain is primarily concerned with the procurement of goods and services from international, national and local suppliers. Our supply chain is mainly composed of hardware, technology and software suppliers.

FORCED LABOUR AND CHILD LABOUR RISKS IN OUR OPERATIONS AND SUPPLY CHAIN

We recognize that companies involved in the resale of computer equipment face a potentially substantial risk of forced and child labour in their supply chain.





OUR PROCESSES AND POLICIES

Our Code of Conduct and corporate values

We believe that good governance is essential for a company’s continued sustainability. At ITI, our ethics are one of the main values that guide our actions and decisions. We embrace transparency, integrity and honesty because we know that these values are paramount to building and maintaining strong relationships. Human beings take precedence over everything else.

Our Code of Conduct helps establish behavioural expectations that align with ITI’s values. Our Code of Conduct applies to all of ITI’s employees, its management and its board of directors. We ask our team members to act with integrity, respect, transparency whenever they are interacting with their colleagues, our customers or our partners. We also encourage our employees to report any situation that does not comply with the principles set out in our Code of Conduct. Any signed violation will be reviewed and appropriate action will be taken.

ITI has implemented a training program that not only addresses the technical level, but also maintains a culture in line with company values. As part of their onboarding, new employees must review and agree to our Code of Conduct and all other policies.

Recruitment, diversity and inclusion

ITI is committed to diversity and inclusion. We believe that our differences help us think differently. Accordingly, ITI promotes equal access to employment and encourages women, ethnic and visible minorities, Indigenous people and people with disabilities to apply for our job offers. We are working to become an inclusive employer for all and to regard uniqueness as a source of innovation. Our rigorous recruitment process ensures that we meet regulatory requirements, including conducting extensive pre-employment assessments.

Choice of suppliers, partners and subcontractors

ITI has a due diligence program and process in place to ensure that our subcontractors comply with obligations similar to those contained in our Code of Conduct. In 2024, we want to extend this comprehensive process to our suppliers. Currently, we ensure that our primary suppliers also have codes of conduct, slavery policies, and/or certifications related to respecting human rights. It is important for ITI to surround itself with partners who share the same values and who place people at the centre of their activities.

In the coming months, we will offer training to raise awareness among employees of the risks of forced labour and child labour in our operations and supply chain.





ESG approach

In 2024, ITI began a process to develop and implement an ESG (environmental, social and governance) strategy within our company. This includes assessing our environmental impact (e.g., energy use, waste management), assessing social aspects (e.g., employee relations and community involvement), and reviewing governance structures (e.g., board composition and transparency).

This initiative is being led in collaboration with an external firm specializing in ESG strategy and transformation, and overseen by an internal ESG committee. To date, we have conducted a study with our various stakeholders to better determine our overall objectives and targets.

EFFECTIVENESS AND CONCLUSION

To continuously improve our processes and practices in relation to the prevention and detection of modern slavery and forced labour in our supply chain, ITI will work to measure the effectiveness of this statement. In addition, ITI will continue to monitor regulatory developments and industry practices.

APPROVAL

This report has been approved by ITI Inc.'s Board of Directors in accordance with Section 11(4)(a) of the Act.

In accordance with the requirements of the Act, and in particular Section 11, I, the undersigned, certify that I have reviewed the information contained in this report for the above-mentioned entity. Based on my knowledge and after exercising due diligence, I certify that the information contained in this report is true, accurate and complete in all material respects for the purposes of the Act, for the reference year mentioned above.

Jonathan Legault, President

