



REPORT ON FORCED LABOUR AND CHILD LABOUR

This document constitutes the report of ITI Inc. (hereinafter “ITI”) 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, 2024. Below, we set out the measures we have put in place to prevent and assess the potential for forced or 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 recognise that companies involved in the resale of IT equipment face an increased risk of modern slavery, primarily due to the supply chains involved in manufacturing technological components. Recognising this, ITI has implemented the necessary policies, processes and measures to identify, prevent and mitigate the risks of forced and child labour in our supply chain. These measures form part of our commitment to conducting our business in an ethical and responsible manner.



OUR POLICIES AND PROCESSES

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, equality, and inclusion in employment. As part of the Human Rights and Youth Rights Commission Contractual Obligation Programme, ITI participates in the Equal Access Programme and is dedicated to removing barriers from its recruitment process to ensure the representation of all groups. This is why we actively encourage applications from the LGBTQ+ community, women, ethnic and visible minorities, Aboriginal peoples, and disabled people. Each year, we are required to submit a detailed data report on the groups covered by this programme. The report then forms the basis of recommendations that are incorporated into our action plan for the following year, continually reinforcing the measures taken to foster diversity, equality and inclusion. We are working to become an inclusive employer for all and to embrace uniqueness as a source of innovation.

Our recruitment process is fair, transparent and rigorous, and complies with current labour laws and standards. All our positions are evaluated on the basis of objective, predefined criteria to ensure pay equity within our organisation. ITI ensures that its employees and subcontractors work on a voluntary basis, without coercion or threats. The employment conditions offered exceed minimum labour standards and include fair wages, reasonable and flexible working hours, and a safe working environment. We do not tolerate any form of forced labour, exploitation or abusive recruitment, and we ensure that measures are in place to detect and prevent such practices.

Choice of suppliers, partners and subcontractors

We select our subcontractors through a structured qualification and due diligence process. This process is designed to assess their compliance with quality and safety standards, as well as their professional integrity and respect for our corporate values. By integrating these requirements from the outset, we aim to prevent any risk of modern slavery and ensure that our subcontractors contribute to our supply

chain in a responsible and ethical manner. Our distributors, manufacturers and suppliers ('suppliers') are also rigorously selected according to precise criteria relating to the nature of the products or services they provide. Their ability to meet our requirements in terms of quality, ethical compliance and respect for human rights is given particular consideration during this selection process. This rigorous approach is designed to ensure the integrity of our supply chains and reduce the risks associated with forced labour or modern slavery. ITI is committed to working only with partners who share our values and commitment to social responsibility.

ESG approach

Since 2024, ITI has been developing and implementing an ESG (environmental, social and governance) strategy. Last year, we collaborated with an external firm specialising in ESG strategy and transformation to assess our environmental impact, including energy consumption and waste management. We also examined social aspects, such as employee relations and community involvement, as well as governance structures, including board composition and transparency.

The firm's report identified good practices within our company and made recommendations for improvement. In collaboration with our ESG Committee, we have set ambitious targets for this year. These objectives, particularly those relating to social issues, will have a positive impact on our employees and our foundation.

EFFECTIVENESS ASSESSMENT

ITI continuously evaluates the measures we have put in place to combat modern slavery to ensure they remain effective and relevant. This allows us to identify any shortcomings and improve our practices as required. By maintaining this level of vigilance, we can stay alert to emerging risks within our supply chain and strengthen our prevention and control mechanisms accordingly.

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
May 27, 2025