



**REPORT PURSUANT TO CANADA'S
FIGHTING AGAINST FORCED LABOUR AND CHILD LABOUR IN SUPPLY CHAINS ACT
FOR CALENDAR YEAR ENDED DECEMBER 31, 2024**

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1. Introduction

This is the joint report prepared by Vecima Networks Inc. (“Vecima”) and certain of its subsidiaries pursuant to Canada’s Fighting Against Forced Labour and Child Labour in Supply Chains Act (the “Act”) for the calendar year ended December 31, 2024. Vecima is committed to upholding fair labour practices and conducting business responsibly, ethically, and with a strong commitment to human rights. This report details the measures Vecima has taken to evaluate and mitigate the risks of forced labour and child labour within its operations.

This report covers Vecima and its subsidiaries that are reporting entities under the Act, each of which is directly or indirectly owned by Vecima: Vecima Technology (Canada), Inc.; Vecima Technology Inc.; Vecima Technology (UK) Ltd.; Vecima Technology GmbH; Vecima Technology B.V.; Vecima Technology (Qingdao) Co. Ltd.; Vecima Technology (Shanghai) Co. Ltd.; and Vecima Solutions Corporation.

2. Organizational Structure, Activities, and Supply Chain

Vecima Networks Inc. is a Canadian technology company founded in 1988. Headquartered in Victoria, British Columbia, Vecima has a global footprint with offices in Burnaby, Duluth, Raleigh, San Jose, Qingdao, Shanghai, Tokyo, and Amsterdam, as well as manufacturing and R&D facilities in Saskatoon.

Vecima develops advanced technologies that enable internet video delivery and storage (IPTV), as well as next-generation high-speed broadband network access. The company operates through three core business segments: Video and Broadband Solutions, Content Delivery and Storage, and Telematics.

1) Video and Broadband Solutions encompasses platforms that process data from cable networks to deliver high-speed internet over both cable and fiber connections. These solutions also adapt and format video services for seamless playback on televisions, particularly in commercial environments.

2) Content Delivery and Storage, offered under the MediaScale brand, encompasses software and solutions designed for service providers and content owners to ingest, process, store, and stream video content. These capabilities support live linear broadcasts, Video on Demand (VOD), network Digital Video Recorder (nDVR), and time-shifted services, all delivered efficiently over the internet.

3) Telematics delivers critical data and analytics that enable fleet managers to effectively monitor and optimize both mobile and fixed assets. Offered under the Contigo and Nero Global Tracking brands, Vecima’s telematics solutions provide real-time tracking, management, and reporting of fleets and high-value assets through a subscription-based cloud platform, serving commercial enterprises and municipal governments.

Supply chains play a critical role in enabling Vecima to enhance customer networks by delivering faster speeds, higher video quality, and innovative new services to end users. Suppliers support various aspects of Vecima’s operations by providing goods and services essential to product manufacturing and general business functions.

Vecima's supply chain team utilizes a centralized enterprise resource planning (ERP) system to coordinate procurement activities across multiple regions and ensure compliance with internal policies and procedures, including the company's Supplier Code of Conduct.

Given that Vecima procures third-party goods and services, we recognize the innate risk that forced labour and child labour may exist within our supply chains, including at indirect and multi-tier levels. To help identify and assess these risks, we reference various third-party sources, include the U.S. Department of Labor's List of Goods Produced by Child Labor or Forced Labor, to evaluate and monitor high-risk categories and territories. A significant portion of Vecima's procurement involves tangible goods related to electronic products and their components. According to the U.S. Department of Labor, such products—particularly those manufactured or assembled outside of North America—may carry an elevated risk of being produced under conditions involving forced or child labour.

Vecima is firmly committed to upholding the highest standards of compliance and risk management. To support this commitment, the company's management team has implemented various initiatives to promote ethical conduct across its workforce and supplier base, ensuring alignment with Vecima's policies on forced labour and child labour. Oversight is provided by Vecima's Board of Directors, which is responsible for monitoring adherence to the company's policies and supporting ongoing governance efforts.

3. Policies and Due Diligence Related to Forced Labour and Child Labour

Vecima has implemented the following policies, procedures and due diligence processes that relate to the issues of forced labour and child labour:

Supplier Code of Conduct

Vecima has implemented a Supplier Code of Conduct ("SCOC") that requires all suppliers to uphold the company's standards regarding legal compliance, human rights, environmental stewardship, and the safety of products and services. As part of this commitment, Vecima has adopted the Responsible Business Alliance ("RBA") Code of Conduct as its standard for supply chain suppliers.

The RBA Code of Conduct is organized into five key sections:

- Section A – Labour standards
- Section B – Health and safety practices
- Section C – Environmental responsibility
- Section D – Systems to ensure compliance with the Code
- Section E – Business ethics and integrity

All participants are expected to treat the RBA Code of Conduct as a comprehensive, supply chain-wide initiative. At a minimum, Vecima requires that its suppliers also obligate their own suppliers (i.e., next-tier suppliers) to acknowledge and implement the principles of the SCOC.

In alignment with RBA standards, Vecima conducts audits of contract manufacturers at least bi-annually, or more frequently if warranted. For all other suppliers, Vecima reserves the right to conduct random audits as needed. Upon implementation of the SCOC, Vecima requested formal acknowledgment from all active suppliers or conducted a review of each supplier's own code of conduct to verify that it meets or exceeds the requirements of Vecima's own SCOC.

Whistleblower Policy

Vecima's Whistleblower Policy provides a formal mechanism for reporting misconduct, including suspected incidents of forced labour, child labour, or other illegal or unethical activities. Under this policy, all directors, officers, and employees are required to promptly report any suspected violations of laws, regulations, or Vecima's Code of Business Conduct and Ethics. The policy also extends to third parties—such as vendors, customers, shareholders, and competitors—who may submit concerns in accordance with the procedures outlined in the policy. To facilitate the reporting process, Vecima's Corporate Secretary, in coordination with the Audit Committee, has established procedures to: (i) allow for the confidential and anonymous submission of reports by internal stakeholders; and (ii) ensure the proper receipt, retention, and investigation of all submitted reports.

Vecima's Code of Business Conduct and Ethics

Vecima is committed to maintaining the highest standards of ethical, legal, and moral business conduct. To support this commitment, Vecima has adopted a Code of Business Conduct and Ethics (the "Code") to guide the behavior of its directors, officers, and employees across all subsidiaries. Compliance with the Code is essential to fostering trust and confidence among employees, customers, shareholders, the public, and other stakeholders.

The Code is designed to deter wrongdoing and to promote:

- Honest and ethical conduct;
- Compliance with applicable laws, rules, and regulations;
- Prompt internal reporting of violations; and
- Accountability for adherence to ethical standards.

Vecima recognizes the importance of embedding its commitment to human rights within this framework. Accordingly, future versions of the Code will continue to evolve to incorporate standards of conduct that strengthen protections against forced labour and child labour throughout Vecima's operations and supply chains.

Terms and Conditions for Vendors

Vecima reviews supplier agreements to ensure they contain appropriate statements and representations regarding compliance with applicable laws and regulations. Vecima's standard procurement contract templates now explicitly incorporate language referencing the Fighting Against Forced Labour and Child Labour in Supply Chains Act, reinforcing the company's commitment to preventing forced labour and child labour in its supply chain.

Training

All Vecima employees are required to complete training on the Code of Business Conduct and Ethics as part of the onboarding process, or as soon as practicable thereafter. To strengthen awareness and accountability, Vecima has integrated specific training on the identification and prevention of forced labour and child labour into the onboarding process for all employees involved in procurement and supply chain activities. Moreover, Vecima's Legal team has delivered department-wide training to its supply chain and procurement personnel, outlining their responsibilities and obligations under the Fighting Against Forced Labour and Child Labour in Supply Chains Act.

Monitoring Effectiveness

In 2022, Vecima conducted an internal review of its processes and subsequently engaged an external partner to support the development of a comprehensive Environmental, Social, and Governance ("ESG") program aimed at strengthening the company's corporate social responsibility practices. Vecima continues to collaborate with this external partner in certain areas to conduct risk assessments—specifically including risks related to forced labour and child labour—and to monitor supplier compliance with Vecima's SCOC.

4. Remediation Measures

As of December 31, 2024, Vecima has not identified any instances of forced labour or child labour within its business or supply chain. Accordingly, no remedial measures have been required or undertaken, including measures to address potential income loss to vulnerable families that might otherwise arise from such remediation.

5. Approval and Attestation

In accordance with the requirements of the Act, and specifically section 11 thereof, I hereby attest that I have reviewed the information contained in this report with respect to the entities listed above. Based on my knowledge and having exercised reasonable diligence, I confirm that the information provided is true, accurate, and complete in all material respects for the purposes of the Act, for the reporting year indicated above. For clarity, this attestation is provided in my capacity as a director and officer of Vecima Networks Inc., and not in my personal capacity. I have the authority to bind Vecima Networks Inc.

/s/ Sumit Kumar

Sumit Kumar, Chief Executive Officer

May 31, 2025

Date