

MODERN SLAVERY REPORT_2025

1. Introduction

This report is produced by Hypertec¹ (“**Hypertec**” or the “**Company**” or “**our**” or “**we**”) for the financial year 2025 (the “**Reporting Period**”).

The report constitutes the financial year 2025 report prepared by the Company pursuant to Canada’s Fighting Against Forced Labour and Child Labour in Supply Chains Act (the “Act”) and describes measures in place at the Company to prevent and reduce the risk that forced labour or child labour is used in our activities and supply chains. In accordance with the Act, this report is published on the Hypertec website at: <https://hypertec.com/sustainability>

2. Steps to prevent and reduce risks of forced labour and child labour

We consider the respect of human rights to be a fundamental corporate responsibility and a value governing all our activities. We place the highest importance on respecting human rights while conducting our business activities everywhere we operate. We expect the same from our business partners.

During the Reporting Period, we took several steps to prevent and reduce the risk of forced labour and/or child labour in our business and supply chains. This included a continued review of the mapping of our supply chains and risk scores based on geography and sector, and the maintenance of a matrix of our suppliers. In addition, we conducted and continue to conduct internal and external assessments of risks and practices related to child and forced labour. We developed and implemented due diligence policies and processes for identifying, addressing, and prohibiting the use of forced and child labour as well as conducting a prioritization exercise to focus due diligence efforts on the most severe risks concerning these labour issues. We maintain contractual clauses, standards, codes of conduct and/or compliance checklists designed to combat forced and child labour. We also have in place procedures to audit and monitor suppliers, operate grievance mechanisms and develop awareness materials on forced labour and child labour.

¹ Hypertec Systems Inc. and Hypertechnologie Ciara Inc.



3. Structure, activities and supply chain

Founded in 1984 and headquartered in Montreal, Quebec, Canada, we offer a wide range of technology products and services, which are trusted by cloud service providers, communication service providers, organizations in the financial services, media and entertainment, public sector and health services industries as well as other industries where cutting-edge technology solutions are critical to our customers' success.

Our range of products and services include our own designed and manufactured application-optimized servers, storage, workstations, and personal computers offered under our brand, a full suite of partner hardware and software products, business resiliency services, home health monitoring support services and a full range of complementary value-added services.

With thousands of customers located on every major continent, our Company brand names are recognized in our industry for consistent and reliable quality and innovation, which are supported by our continuous commitment to research and development and to long-term collaborative relationships with our customers and partners.

Hypertec is headquartered in Montreal with facilities in Québec, Toronto, Ottawa, Indianapolis, Scottsdale, San Jose, and Taiwan.

4. Policies, governance and due diligence processes

Our due diligence framework is based on two core elements: (i) embedding responsible business conduct within our policies and management systems, and (ii) identifying and assessing potential adverse impacts across our operations, supply chains, and business relationships.

4.1. Policy Statement on Social Accountability (the “Statement”)

Hypertec's commitment to upholding human rights is stated in a number of our policies, including our Responsible Business Alliance Code of Conduct and our commitment to the SA8000 social accountability standard. These commitments reiterate our position not to use child labour or forced labour in any of our business associations. In support of this commitment, we expect all employees at all levels, as well as our business partners, to act accordingly. The Policy Statement on Social Accountability can be found at <https://hypertec.com/sustainability> in the Policies, Reports & Certifications section.

4.2. Responsible Business Alliance (RBA) code of conduct (the “Code”)

The Code applies to all employees, business participants and suppliers. The Code covers ethical standards, human rights and labour standards of workers, health and safety standards, environmental standards, and the establishment of a management system with respect to the



Code. The Code can be found at <https://hypertec.com/sustainability> in the Policies, Reports & Certifications section.

4.3. Supply chain responsibility policy (the “Policy”)

In line with our Company’s vision for our suppliers, we actively engage the supply chain by requiring suppliers to adhere to our Supplier Chain Responsibility Policy. This Policy details our expectations of suppliers and specifically includes provisions ensuring that suppliers observe all relevant laws, social norms, standards, and treaties worldwide, including the protection of human rights, and the prohibition of child labour and forced labour. Supply Chain Responsibility Policy can be found at <https://hypertec.com/sustainability> in the Policies, Reports & Certifications section.

5. Risk assessment and management

Risk assessment for our suppliers is managed by our vendor questionnaire and internal review reports. Hypertec uses a risk-based approach to assess and manage its risk of forced labour and child labour, which helps us prioritize our efforts and adjust our actions. Our methodology to identify risks is based on breaking down potential areas of risk to the Company into twelve categories under the SA8000 standard, including the SA02 (Child Labour category) and the SA03 (Forced Compulsory Labour category). We assign each category a probability and an impact score, which together determine an overall risk rating. Based on our current assessment, the risk rating for both child labour and forced labour is “non-significant.”

Consistent with the Act’s emphasis on transparency, we recognize that no global technology supply chain is entirely free of forced labour or child labour risk. Our risk assessment has identified potential exposure in:

- Electronics components and sub-assemblies sourced from countries with a higher prevalence of labour rights concerns and weaker enforcement.
- Contract manufacturing and assembly performed by third-party partners outside Canada.
- Logistics, warehousing and facility services, which globally are sectors known to have elevated risks of precarious or migrant labour.

These risks do not indicate that forced or child labour is present in our supply chains, but they inform how we prioritize our due diligence activities, including, without limitation, supplier questionnaires, enhanced screening and audits.



6. Remediation measures

Hypertec has established and implemented a written policy and procedure to define the objectives and responsibility for monitoring, and controlling child-forced labour risk through governance, grievance mechanisms, and remediation actions. The following documents that detail this are the RBA Code of Conduct, the Supply Chain Responsibility Policy, the Responsibly Sourced Minerals Policy, and the Policy Statement on Social Accountability. The Human Resources department is made aware of any internal grievances through: hr@hypertec.com. Any external grievances may start with a Company representative and then are escalated either to the immediate manager or to the Human Resources department verbally or in written form. We have not identified any violations of these obligations and therefore we have not had to address the remediation of loss of income for the most vulnerable families, or other actions or compensations related to forced labour and child labour.

7. Training

Hypertec provides regular, role-specific training to employees on ethical conduct, human rights, and Company policies. All new employees are required to complete a mandatory onboarding training package through our Learning Management System (LMS).

In 2025, Hypertec delivered mandatory training sessions to targeted audiences, including an Introduction to SA8000 training that covered topics related to child labour, forced labour, and human rights awareness.

As a member of the Responsible Business Alliance (RBA), Hypertec also has access to the RBA Academy, which offers training modules on human rights, responsible labour practices, and ethical business conduct. These resources are available to both our employees and suppliers to strengthen awareness and understanding of modern slavery risks throughout our supply chain. As part of our continuous improvement efforts, Hypertec aims to further engage key suppliers in 2026 through targeted awareness and training initiatives.

8. Assessing effectiveness

Hypertec has in place several measures to prevent and reduce the risk that forced labour or child labour is used in our activities and supply chains, including, without limitation:

- Conducting annual reviews and updates of policies and procedures related to forced labour and child labour,
- Monitoring relevant performance indicators through our SA8000 management system,
- Undergoing external assessments and certification audits, including, without limitation, SA8000 audits,



- Conducting supplier assessments through surveys that include ethics, labour, and human rights criteria.

9. Approval and attestation

This Report was approved pursuant to subparagraph 11(4)(a) of the Act by the Board of Directors of the Company on May 15, 2026.

In accordance with the requirements of the Act, and in particular section 11 thereof, I, the undersigned, attest that I have reviewed the information contained in this report for the entity listed above. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in this report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed above.

I have the authority to bind the Company.



Simon Ahdoot

Chief Executive Officer

