

ANNUAL REPORT
Bill S-211

This joint report is made pursuant to Bill S-211, the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* S.C. 2023, c. 9 (the “**Act**”).

The report outlines the approach and initiatives taken by E Technologies Group, Inc., E Technologies Group, LLC, and Glenmount Global Solutions, LLC (collectively the “**E Tech Group**”) to identify and address the risks of forced labour and child labour in the companies’ business operations and supply chains in their 2023 financial reporting year.

OUR COMMITMENT

The E Tech Group is committed to preventing and reducing the risk that forced labour or child labour is used in the production of the goods that these entities produce, distribute, and import in Canada and globally.

STRUCTURE, ACTIVITIES, AND SUPPLY CHAINS

Headquartered in Westchester, Ohio, E Technologies Group, Inc., E Technologies Group, LLC, and Glenmount Global Solutions, LLC were related entities that re-branded as the “E Tech Group” in 2023. Under the E Tech Group umbrella, these companies provided automation engineering, validation, and machine process solutions to their customers.

The E Tech Group sources and procures electrical components, steel products, and software products from various approved suppliers who are located primarily in the United States. The finished goods produced by the E Tech Group are primarily sold across North America, some of which are imported into Canada.

STEPS TAKEN BY E TECH GROUP IN PRIOR FINANCIAL YEAR

In 2023, the E Tech Group developed and implemented an anti-forced labour and child labour policy. The policy states that the E Tech Group shall provide a safe and healthy workplace and comply with all applicable safety laws and regulations. The policy also states that the E Tech Group prohibits the use of all forms of forced labour, including indentured labour, bonded labour, military labour, and modern forms of slavery. It also prohibits E Tech Group from hiring individuals that are under the age of 18 years old for positions in which hazardous work is required.

In addition, the policy states that the E Tech Group will periodically review its forced labour and child labour policy to ensure that it is up to date and relevant to the business. Employees are required to acknowledge that they have read the policy and agree to treat co-workers, vendors, and customers with respect at all times.

Finally, the E Tech Group communicates the policy, including the policy's commitments and goals, to all associates and customers. The policy is communicated by providing a copy to all associates, sharing the policy with customers via the EcoVadis platform, and posting the policy to the E Tech Group's internal Intranet and external website.

POLICIES AND DUE DILIGENCE PROCESSES

E Tech Group Policies and Processes

The E Tech Group has due diligence processes in relation to forced labour and child labour, including embedding responsible business conduct into their policies and management systems. In particular, the E Tech Group maintains the following policies and processes:

1. An anti-forced labour and child labour policy, which explicitly prohibits the use of all forms of forced labour in the E Tech Group's operations. The policy further prohibits the hiring of individuals that are under the age of 18 years old for positions in which hazardous work is required. The E Tech Group requires all of its employees to sign an acknowledgment that they have received and understand the policy. The policy is also shared with the E Tech Group's customers through the EcoVadis platform.
2. An ethics policy, which requires all E Tech Group employees to conduct company business in a manner that reflects the highest standards of conduct. Any employees who are concerned about possible inappropriate or illegal actions must bring the matter to the attention of their manager.
3. An employee handbook, which includes a Whistleblower Policy that encourages employees who have legitimate concerns about whether any conduct or action occurring within the E Tech Group may be inappropriate or illegal to raise those concerns. The entities strictly prohibit and do not tolerate any form of unlawful retaliation for making a good faith report or participating or assisting in an investigation of a report, whether internally or to any applicable federal, state, or local agency.

Supplier Policies and Processes

The E Tech Group also relies upon the due diligence processes of its suppliers and vendors in relation to forced labour and child labour. The policies of many of the companies' suppliers condemn all forms of forced labour or child labour and include various measures to address this issue. These measures include reporting any concerns regarding the use of forced or child labour, as well as requiring compliance with the applicable local and international laws and standards.

FORCED LABOUR AND CHILD LABOUR RISKS

The E Tech Group entities are working to identify specific risks of forced labour and child labour that may exist in their activities and supply chains. The companies are aware that there may be higher risks associated with certain regions, goods, and industries.

REMIEDIATION MEASURES

The E Tech Group has not identified any forced labour or child labour in their activities or supply chains. As such, they have not undertaken any remediation measures

REMIEDIATION OF LOSS OF INCOME

The E Tech Group has not identified any loss of income to vulnerable families resulting from measures taken to eliminate the use of forced labour or child labour in their activities and supply chains. As such, the companies have not undertaken any income remediation measures.

TRAINING PROVIDED TO EMPLOYEES

The E Tech Group provides general training to their employees, including with respect to safe and legally compliant workplace practices and policies. In subsequent financial years, these entities intend to assess what child and forced labour specific training may be appropriate for their respective workforce.

ASSESSING EFFECTIVENESS

The E Tech Group do not currently have any specific policies or procedures in place to assess their effectiveness in reducing or eliminating the risk of child and forced labour in their supply chain. In subsequent financial years, the entities intend to explore various methods they can use to assess their effectiveness in addressing this issue.

APPROVAL AND ATTESTATION

In accordance with the requirements of the Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in the report for the entities listed above.

Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report is true, accurate, and complete in all material respects for the purposes of the Act, for the reporting year listed above.

IN WITNESS WHEREOF the authorized signing officer(s) of E Technologies Group, Inc., E Technologies Group LLC, and Glenmount Global Solutions LLC have executed this report as of the effective date of the signatures set out below.

SIGNED

) **E TECHNOLOGIES GROUP, INC.**
) **E TECHNOLOGIES GROUP, LLC**
) **GLENMOUNT GLOBAL SOLUTIONS, LLC**

May 30, 2024

)
) DocuSigned by:
) *Sharon Koenig*
)
) 28C5E3C6812A403

Date

) **Name:** Sharon Koenig
) **Title:** Chief Financial Officer

)
) I have authority to bind E Technologies Group, Inc., E Technologies Group, LLC, and Glenmount Global Solutions, LLC