

ANNUAL REPORT CONCERNING THE RISK OR USE OF FORCED LABOUR AND CHILD LABOUR IN SUPPLY CHAINS

For the Financial Year Ended December 31, 2023

This annual report (this “**Report**”) on the risk or use of any forced labour or child labour in the businesses and supply chains of Glasshouse Systems Inc. (“**GHS**”), as well as any actions taken by GHS to monitor, assess, mitigate, and remediate the same, as appropriate, is dated as of May 29th, 2024 and is being delivered in respect of GHS’ financial year ended December 31st, 2023 (the “**Reporting Period**”). This Report has been prepared in accordance and compliance with the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (the “**Act**”).

A. Structure, Activities, and Supply Chains

GHS was incorporated on October 3rd, 1995 under the laws of Ontario, and is headquartered in Ontario, Canada. GHS does not exercise any direct, indirect, or common control over any entity. GHS has 80 employees in Canada, out of which 62 in Ontario. GHS’ suppliers are major multi-national technology providers, such as IBM, Cisco, HPE, Dell, and GHS resells their software solutions and delivers design and support services

GHS is an enterprise information technology (“**IT**”) services and solutions provider that designs, deploys, manages and secures IT infrastructure, whether on-premises or in the cloud, utilizing innovative artificial intelligence-driven technology solutions in enterprise cloud, infrastructure, and security. GHS designs, delivers and manages hybrid cloud solutions, and also offers architecture, implementation, technical support, remote support, and cloud alternatives for IBM Technologies. GHS also delivers innovative storage solutions that maximizes data resiliency and minimizes costs, and architects, implements, and manage complex networks. GHS also delivers a comprehensive range of solutions and services for High-Performance Computing, including Architecture and Design, HPC Storage, HPC Compute and more. GHS doesn’t manufacture IT equipment. GHS focuses on reselling IT hardware and software developed, manufactured by the technology providers and delivered locally by their distribution partners.

GHS works with 3 main distributors in Canada – Arrow ECS, TDSynnex, Ingram – who import the goods and software from the technology providers represented in Canada. GHS doesn’t influence or take part in the supply chain from raw materials to the final product. The goods are either IT hardware or IT Software, which is designed, supported and sold by the technology providers, who adhere to Canadian, United States (“**US**”) and international labor and environmental, social, and governance regulations. The goods are manufactured around by the technology providers, including Europe, US, and Asia Pacific. The providers are committed to high standards of corporate responsibility which includes environmental responsibility, as well as social concerns for our workforce, clients, business partners, and the communities where they operate.

B. Steps Taken to Prevent and Reduce Risks of Forced Labour and Child Labour

During the Reporting Period, and as detailed further in this Report, GHS required suppliers to have in place policies and procedures for identifying and prohibiting the use of forced labour and/or child labour in their activities and supply chains, monitored suppliers’ compliance with the GHS Supplier Code of Conduct,

which includes, among other things, the requirement for suppliers to demonstrate that child labour, forced labour, and compulsory labour is not used.

C. Policies and Due Diligence Processes

During the Reporting Period, GHS embedded responsible business conduct into its policies and management systems. For instance, GHS maintained the GHS Supplier Code of Conduct, which, as noted above, includes, among other things, the requirement for suppliers to demonstrate that child labour, forced labour, and compulsory labour is not used. GHS doesn't employ children and go through thorough checks to confirm employees and contractors age, ability to perform work in Canada and criminal background check. GHS won't employ a supplier who doesn't conform to the labor regulations in Canada or internationally.

D. Risk of Forced Labour and Child Labour in Activities and/or Supply Chains

During the Reporting Period, GHS begun the process of identifying which parts of its activities and supply chains carry a risk of forced labour and/or child labour being used, and has not identified the use of forced labour and child labour by its suppliers. GHS performs annual assessment of risk, one of which includes the use of suppliers that comply with the forced labour and child labour regulations. The assessment hasn't identified any suppliers that violate child and forced labor policies or don't comply with the GHS Supplier Code of Conduct. The analysis is continuously performed and improves to provide oversight and ensure the suppliers adhere to the policy.

E. Remediation of Forced Labour and Child Labour in Activities and/or Supply Chains

As GHS did not identify the use of forced labour and child labour in its activities and supply chains, GHS was not required to take any measures to remediate the use of forced labour or child labour in its own operations and supply chains.

F. Remediation of Loss of Income in Most Vulnerable Families

As GHS was not required to take any measures to remediate the use of forced labour or child labour in its own operations and supply chains, GHS was not required to remediate any loss of income to the most vulnerable families resulting from any measures taken to remediate the use of forced labour or child labour in GHS' activities and supply chains.

G. Training on Forced Labour and Child Labour

During the Reporting Period, GHS did not provide any training to employees regarding forced labour and child labour.

H. Assessing Effectiveness of Forced Labour and Child Labour Prevention Mechanisms

During the Reporting Period, GHS did not implement any policies or put in place any procedures to assess its effectiveness in ensuring that forced labour and child labour are not being used in its operations or supply chains, given its long-standing relationships with its suppliers.

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 Glasshouse Systems Inc. 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.

Oren Antebi
Director and CEO GlassHouse Systems
On behalf of Glasshouse Systems Inc.
May 29th, 2024

Approved by the Board of Directors of Glasshouse Systems Inc. this 30th day of May, 2024.