



Supply Chain Act - Risk Report

May 31, 2024

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Canada

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1 Overview

MOBIA is submitting this document to address reporting requirements under Bill s211. This report addresses risks and measures related to the prior financial year for MOBIA, which ran from April 1, 2023, to March 31, 2024.

2 Risk Report Subsection 11(3)

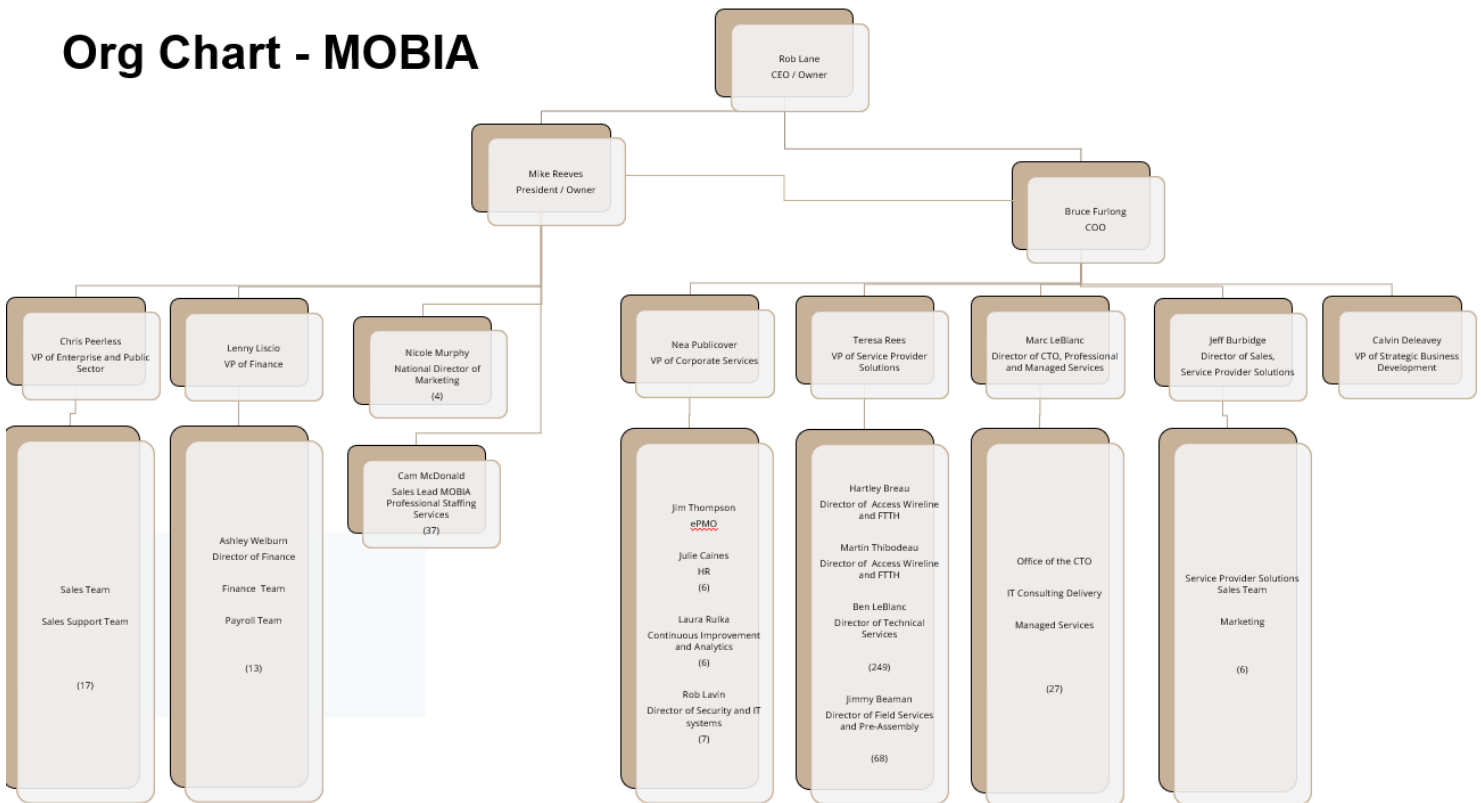
2.1 Structure, activities, and supply chain (subsection 11(3)a)

Structure

Legal Structure: MOBIA is a corporation.

Organizational Structure: The following diagram shows our departmentation and leadership team hierarchy.

Org Chart - MOBIA



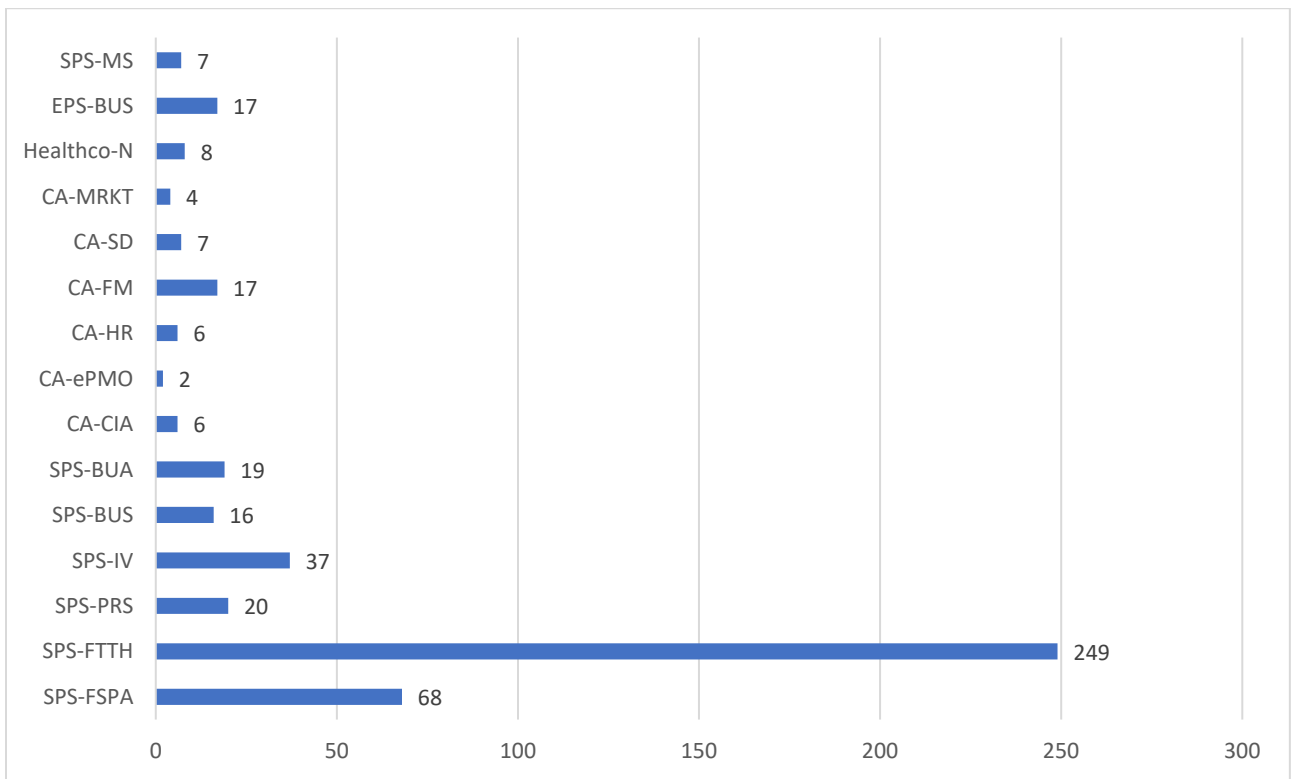
Organizational Mandate: MOBIA is a business technology integrator with over 37yrs of experience and employees across Canada. Our talented bench of technical engineers and trusted advisors deliver process improvements and business transformations within our core pillars of Cloud, Infrastructure, Software Development, Cybersecurity and Broadband & Wireless Services.

In addition to professional services offerings to our customers, we are also a product distributor. We do not manufacture products but resell IT and telecommunications products as a third party to our customers.

In the prior financial year, the goods/products we sourced were typically Technology Infrastructure (Server, Storage, Network) products and were brokered from numerous Technology Vendors (examples: HPE, DELL, etc.). MOBIA’s role in the transaction was as a broker.

As a part of our onboarding and contract agreement processes with these technology vendors, MOBIA reviews vendors standards and processes, in the future, MOBIA will expand our due diligence with our vendors to include assessment of forced labour and child labour policies and compliance.

Number of Employees in Canada and outside of Canada: At the time of this report, MOBIA had 483 employees within Canada, no employees outside of Canada.



Partner Organizations, or membership in a group: not applicable based on our knowledge of the definition of these terms.

Control of Other Entities: not applicable

Activities

During the last financial year, MOBIA imported goods into Canada as a reseller of goods/products for our customers. Goods and services were also purchased from vendors in Canada for resale within Canada. Products were **not** manufactured by MOBIA.

In the prior financial year, MOBIA operated out of offices and remote locations across Canada. Goods/products for resale to our customers were received at our warehouse location in Dartmouth, Nova Scotia, or Montreal, Quebec, or were drop shipped to our customer locations. Products originated from vendor manufacturing locations or distribution centres.

In the prior financial year, the goods/products we sourced were typically Technology Infrastructure (Server, Storage, Network) products and were brokered from numerous Technology Vendors (examples: HPE, DELL, etc.). MOBIA's role in the transaction was as a broker.

In the prior financial year, we also provided professional services to our customers delivered through internal employees, sub-contractors, or independent contractors.

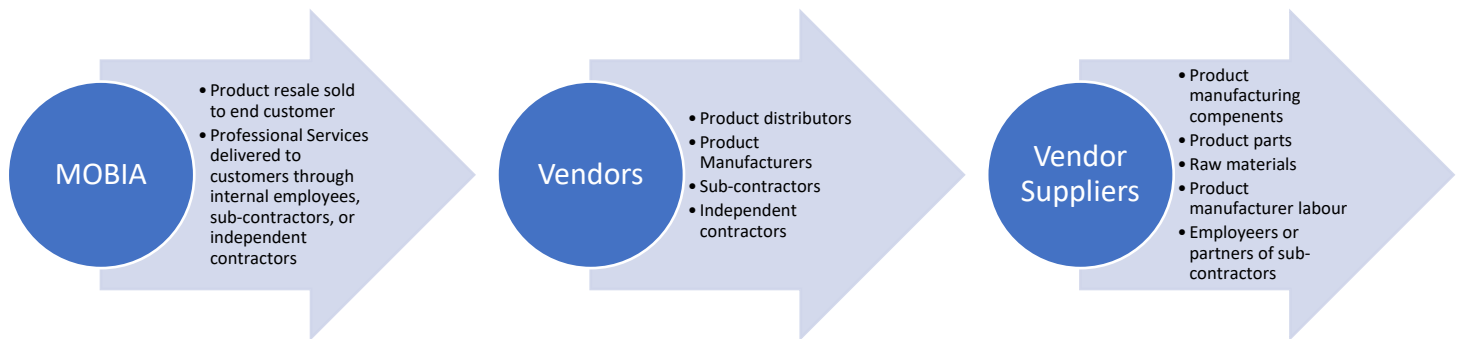
In the prior financial year, MOBIA's product distribution sales represented approximately \$60 million dollars in revenue.

Supply Chain

During the financial year, MOBIA imported goods into Canada as a reseller of goods/products for our customers. Products were not manufactured by MOBIA.

MOBIA operated out of offices and remote locations across Canada. Goods / products for resale to our customers were received at our warehouse location in Dartmouth, Nova Scotia, or Montreal, Quebec, or were drop shipped to our customer locations. Products originated from technology vendor manufacturing locations or distribution centers.

Diagram of MOBIA supply chain for prior financial year:



During the financial year, vendor products for distribution by MOBIA were predominantly sourced from North American based vendors. However, MOBIA was not aware of the specific locations of our vendors' suppliers.

2.2 Policies and Due Diligence (subsection 11(3)b)

During the prior financial year, MOBIA did not implement specific due diligence or policy related to forced labour or child labour.

During our prior financial year, our employees, and independent contractors, who delivered most of our services work for customers were required to complete a backcheck, which screens for age requirements and criminal backgrounds. MOBIA has HR policies and conduct documents that refer to the human rights act as due diligence for direct employees. Independent contractors, and sub-contractors are also required to review these policies. Under our ISO standards and safety program, we outline broader organizational business conduct expectations.

During the prior financial year, our broader organizational business conduct expectations did not specifically include forced or child labour.

In the current year, MOBIA will review our ISO policies and procedures and incorporate new policy and conduct language to address risk and risk mitigation as it relates to forced labour and child labour. MOBIA will review its current environmental, social and governance strategies and policies to look for opportunities to update and expand these.

In the future, MOBIA will require our vendors to acknowledge compliance with our broader organizational business conduct expectations, especially around forced labour, and child labour.

2.3 Supply Chain Risk (subsection 11(3)c)

During the prior financial year, no specific instances of risk have come to our attention in our supply chain.

In prior financial year, we believe that the parts of our business that carry the greatest potential for risk of forced labour or child labour are our product vendors that may manufacture product and may obtain components from jurisdictions outside of North America.

In the current year, we will assess the risk levels with our product vendors and their subsequent supply chains in how they manufacture, assemble, source, etc. the products that we purchase to resell/distribute to our customers by conducting a search on each vendor, looking for compliance where applicable with the Supply Chain Act.

In the future, MOBIA will incorporate risk assessments specially addressing risks from forced labour or child labour for new product vendors into our vendor onboarding processes to ensure risks are disclosed and can be mitigated or avoided in new engagements.

2.4 Forced labour or Child Labour Remediation (subsection 11(3)d)

In the prior financial year, as there was no evidence to suggest activities related to forced or child labour, no measures had been taken to remediate forced labour or child labour in MOBIA's activities and supply chains.

In the future, MOBIA will document a remediation process that specifically addresses forced labour and child labour and will incorporate it into our ISO or other standards certification processes.

2.5 Loss of Income Remediation (subsection 11(3)e)

During the prior financial year, as there was no evidence of loss of income due to forced or child labour, no measures have been taken to remediate loss of income from forced labour or child labour in MOBIA's activities and supply chains.

In the future, MOBIA will document a remediation process and will incorporate it into our ISO or other standards certification processes.

2.6 Training (subsection 11(3)f)

During the prior financial year, MOBIA did not conduct training specific to forced labour and child labour.

2.7 Effectiveness Assessment (subsection 11(3)g)

In the prior financial year, as there was no evidence to suggest risk from forced or child labour, no actions had been taken to assess the effectiveness of our policies or processes in preventing and reducing risks of forced labour and child labour in their activities and supply chains.

MOBIA onboarded vendors and service suppliers under our broader organizational business conduct processes and policies. In the future, these broader processes will include forced labour and child labour conduct expectations.

3 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 entity or 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.

MOBIA Technology Innovations Incorporated

SIGNATURE: *Lenny Liscio*

FULL NAME: Lenny Liscio

TITLE: VP Finance

I have the authority to bind MOBIA Technology Innovations Incorporated.

DATE: May 31, 2024