



ANNUAL REPORT

PURPOSE

This joint report for the 2023 fiscal year has been created by Pliteq Holdings Inc. on behalf of Pliteq Inc. (“**Pliteq**” or “**we**”, or “**Our**” or “**Us**” or “**Company**”) for the sole purpose of meeting their obligations and reporting requirements for entities pursuant to the *Fighting Against Forced Labour and Child Labour in Supply Chains Act*, SC 2023, c 9 (the “**Act**”).

OUR COMMITMENT

Pliteq is committed to preventing and reducing the risk that forced labour or child labour is used at any step in the production of goods in Canada or elsewhere, including goods that Pliteq imports into Canada.

We are committed to safety, integrity, and equity and see these values as integral to our success in producing the finest products on the market. We firmly believe that our obligations as a responsible corporate citizen mandate that we uphold and espouse our values of social and environmental responsibility not only within our organization but in all aspects of our products and the supply chain used to produce them. We recognize that risks of forced labour and child labour sadly exist and acknowledge that understanding and managing these risks requires a collaborative approach with our suppliers, our workforce and other external stakeholders.

CATEGORIZATION, SECTOR, AND INDUSTRY

Pliteq is an entity under the Act

In terms of the Act’s threshold requirements, Pliteq has at least \$20 million in assets for at least one of its two most recent financial years and has generated at least \$40 million in revenue for at least one of its most recent financial years.

Our Operations

Pliteq is a Canadian company and is primarily headquartered in Toronto, Ontario. Pliteq also has offices in Vancouver, the United Kingdom, Singapore, Dubai, and Australia. Pliteq is the leading provider of sound control products made from recycled content, in North America, and a world leader in sustainable, environmentally resilient recycled manufacturing.

STRUCTURE, ACTIVITIES, AND SUPPLY CHAINS

Our Supply Chain

Pliteq’s supply chains consist of global suppliers mainly in North America that provide raw materials and goods of recycled content to Pliteq for the Company’s products. Our suppliers play a key role in our ability to live up to our sustainability commitments.

Steps Taken by Pliteq in 2023

To prevent and reduce the risk that forced labour or child labour is used at any step of the production of goods in Canada or elsewhere, or of goods imported into Canada, Pliteq and its subsidiaries



maintained processes that were in force throughout the 2023 reporting year. These policies and processes helped to both directly and indirectly mitigate the risk of forced or child labour within its own internal organization and its supply chain.

POLICIES AND DUE DILIGENCE PROCESSES

Pliteq's Policies and Processes

Pliteq maintained policies and processes which affirm its commitment to abiding by applicable forced labour and child labour laws, including:

- a) Contractually requiring that all employees of Pliteq abide by any and all applicable laws;
- b) Implementing a "Sign in Policy" that prevents third-party contractors from entering Pliteq premises without first checking in with the company. This helps to indirectly mitigate the potential of forced and or child labour from being used within the Pliteq organization.

FORCED LABOUR AND CHILD LABOUR RISKS

Pliteq has started the process of identifying risks in their activities and supply chains. However, the current policies and procedures in place help to mitigate the risk of child labour and forced labour being present the organization's business activities. Pliteq is aware that there may be higher risks of child labour and forced labour associated with certain regions, goods, and industries.

REMEDIATION MEASURES

Pliteq has not identified any forced labour or child labour in its activities or supply chains. As such, it has not undertaken any remediation measures.

REMEDIATION OF LOSS OF INCOME

Pliteq 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 its activities and supply chains. As such, it has not undertaken any remediation measures for loss of income.

TRAINING PROVIDED TO EMPLOYEES

In 2023, Pliteq did not provide training to its employees specific to forced labour or child labour. Moving forward, it will be assessing what related training may be appropriate.

ASSESSING EFFECTIVENESS

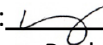
Pliteq does not currently have specific policies and procedures in place to assess its effectiveness in reducing and/or eliminating the risk of child labour and/or forced labour in its supply chain. However, as outlined above, procedures that are currently in place do reduce the risk that child labour and/or forced labour is present in Pliteq activities and supply chain.

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 entity 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 Pliteq Inc. have executed this report as of the effective date of the signatures set out below.

SIGNED)	
)	PLITEQ INC.
<u>May 31, 2024</u>)	Per: 
Date)	Name: Paul Downey
)	Title: Chief Executive Officer
)	I have authority to bind Pliteq Inc.