

## **HYVE SOLUTIONS Canada Limited Report Prepared Pursuant to Canada's Fighting Against Forced Labour and Child Labour in Supply Chains Act**

### **1. Introduction and Identity**

This Report is made by HYVE Solutions Canada Limited (“HYVE”, “our”, “us” and “we”) for the financial reporting year ended November 31, 2024 (the “Reporting Period”) and sets out the steps taken by us to prevent and reduce the risk that forced labour or child labour was used at any step in the production of goods that we imported into Canada during the Reporting Period.

This Report has been prepared and filed pursuant to Canada's *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (the “Act”).

### **2. Steps Taken During the Reporting Period to Prevent and Reduce Risks of Forced Labour and Child Labour**

As part of our corporate values, and as a member of the Responsible Business Alliance (RBA), HYVE is committed to doing our part to prevent and reduce risks of forced labor and child labor in our supply chain

Our strategy for Corporate Social and Environmental Responsibility includes a global environmental, social and governance framework that will help deliver long-term value for our business, co-workers, vendors, customers and communities. Key elements of Hyve's Corporate Social Responsibility can be found on our website at: [Corporate Responsibility – Hyve Solutions](#).

At HYVE, we categorically prohibit human trafficking, child labour, and the use of any forced and involuntary labor or modern slavery within our supply chain and third parties. We are committed to working within our suppliers, customers, the RBA and other stakeholders to improve and align forced labor and child labor prevention, risk reduction and remediation standards within our industry to achieve a sustained positive impact on preventing modern slavery in all its forms.

**This statement is designed to meet Hyve's reporting obligations under the Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act.**

### **3. Structure, Activities and Supply Chains**

#### **Structure:**

HYVE operates multiple manufacturing sites around the world. As a fully vertically integrated Original Design Manufacturer (ODM), continued expansion reinforces our dedication to providing the best-in-class design to worldwide deployment of custom-built data centers. Hyve is a wholly owned subsidiary of TD SYNEX Corporation.

#### **Activities:**

As a leading provider of hyperscale digital infrastructures, we design and deliver purpose-built, storage and networking solutions to the largest and most innovative companies in the world. If you search online, stream, connect with someone or buy online, chances are you are using infrastructure that HYVE built.

### **Supply Chains:**

HYVE sources components from a global network of suppliers, partners, and service providers. In partnership with its customers, Hyve leverages deep-seated industry experience and strong vendor partnerships to design and deliver purpose-built server, storage, and networking solutions to meet data center demands for today and beyond.

## **4. Policies and Due Diligence Processes**

### **Our Policies:**

HYVE and its affiliates all operate under the same policies and governance frameworks prohibiting modern slavery (which includes forced labor and child labour).

Key to HYVE's efforts are the following policies available on the Hyve website;

- **Our RBA Membership and the RBA Code of Conduct.**  
This membership in the Responsible Business Alliance (RBA) is an acknowledgment of HYVE's commitment to compliance with all internationally recognized human rights principles and sets out associated requirements for HYVE's business partners and their suppliers -- see: [RBA Code of Conduct](#)
- **Our Supplier Code of Conduct.**  
These principles outline the behaviours HYVE expects of its suppliers, vendors, contractors, agents and intermediaries globally. These expectations include ensuring their workforce is free from any human rights violations (including forced labour and child labour) and compliance with applicable employment laws including those related to fair wages and working hours.
- **Our Corporate Code of Conduct.**  
This Code of Conduct sets out a model of ethical leadership by which all co-workers help ensure HYVE conducts business legally and ethically. This forms part of a robust compliance program that includes policies, training, and monitoring.

### **Due Diligence Processes & Relevant Practices:**

HYVE remains committed to acting ethically and with integrity in line with its core values of Integrity, Excellence, Inclusion and Collaboration. This includes respecting all internationally recognized human rights principles and complying with all applicable laws to combat modern slavery (which includes forced labour and child labour) and human trafficking. To this end HYVE continues in its efforts to address the risks of slavery and human trafficking violations in its own business and its supply chain.

We expect our suppliers to comply to the RBA Code of conduct and local laws, whichever is stricter, as stipulated in our supplier terms and conditions.

Most of our major suppliers are also members of the RBA (formerly known as the Electronic Industry Citizenship Coalition ("EICC")) and/or have adopted the RBA Code of Conduct, which prohibits forced, bonded or indentured labour, involuntary prison labour, slavery or trafficking of persons, and requires minimum standards in terms of working conditions.



We expect our business partners to have a robust due diligence process in place to assess their own and their business partners' performance for human rights and responsible sourcing. This includes:

- Conducting due diligence assessments of how their activities might adversely affect human rights, to minimize adverse impacts, and to remediate harms that are confirmed to occur.
- Establishing and following a process to identify and mitigate risks in their supply chains, including the application of RBA's tools and resources in support of supply chain due diligence.
- Requiring our major suppliers' manufacturing facilities to undergo RBA VAP (Validated Audit Process) audits to confirm their conformance with the RBA's Code of Conduct which includes Compliance with applicable laws and regulations, Wages and Benefits requirements, prevention of Child Labor, Modern Slavery, Forced Labor and Human Trafficking, complying with Working Hours limits, anti-Discrimination and Harassment, Environmental, Health and Safety and Freedom of Association requirements.

It is expected that business partners (including both trade and non-trade vendors, and customers) will take action to improve their own business practices or work directly with their suppliers to develop action plans outlining the steps the supplier will take towards meeting expectations.

### **Reporting Practices**

HYVE encourages its co-workers to speak up about any concerns or policy/legal violations including any related to modern slavery/human trafficking. Employees can speak to their manager, anyone in the management reporting chain, a Human Resources representative, or any member of its parent's Ethics and Compliance team. Employees and other stakeholders are also able to report using 24/7 Ethics Line, which is managed by an external, independent third party and allows for anonymous reporting online or by phone.

HYVE's Supplier Code of Conduct also provide methods (including access to its parent's Ethics Line) for suppliers and customers to speak up about any policy violations or other unlawful or unethical conduct. Reports are reviewed and appropriate action including investigations and corrective actions are taken within a reasonable period.

Employees, suppliers and customers are protected from retaliation for making a report in good faith, and anyone found to have acted against this protection is subject to disciplinary action up to and including termination.

### **5. Parts of the Business and Supply Chains with Forced Labour and/or Child Labour Risks and Steps Taken to Assess and Manage Those Risks**

HYVE Employment Practices. During pre-employment screening of potential employees, HYVE continues to verify that individuals are eligible to work in the company and meet all applicable legal age requirements.

HYVE is committed to complying with the employment laws in all countries in which we operate including all applicable minimum wage, overtime and maximum hour rules. We believe that employment must be freely chosen, and we forbid human trafficking or forced, bonded or involuntary labour. We will not tolerate the exploitation of children or child labour. We also respect an individual's freedom of association. Employees can form unions, if desired, for collective bargaining purposes and to share ideas or concerns with management. We do not tolerate discrimination, harassment or retaliation against anyone who exercises their right to join a union.

**6. Remediation Measures**

We have not identified any forced labour or child labour in our activities and supply chains.

**7. Remediation of Loss of Income to the Most Vulnerable Families**

We have not identified any loss of income to vulnerable families resulting from measures taken to eliminate the use of forced labour or child labour in our activities and supply chains.

**8. Employee Training**

HYVE provides Ethics and Compliance training to its employees upon joining the company and employees are also required to complete HYVE's Code of Conduct Training at regular intervals.

**9. Assessing Effectiveness in Ensuring that Forced Labour and Child Labour are not Being Used in the Business and Supply Chain**

HYVE regularly reviews its policies and procedures as they relate to forced labour and child labour, partnering with the RBA and other member organisations.

**10. 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, in my capacity as a Director, 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 Period listed above.

Date: May 29, 2025

Signed by:  
 \_\_\_\_\_ (signature line)

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Name: Daniel Brennan

Title: Director

I have the authority to bind Hyve Solutions Canada Limited.

This Report was approved by all of the Directors of Hyve Solutions Canada Limited on May 29, 2025 pursuant to Section 11(4)(a) of the Act