

**ANNUAL REPORT OF IEM INDUSTRIAL ELECTRIC MFG. (CANADA), INC.
FIGHTING AGAINST FORCED LABOUR AND CHILD LABOUR IN SUPPLY CHAINS ACT**

Reporting Entity's Legal Name:	IEM Industrial Electric Mfg. (Canada), Inc.
Business Number:	84846-2594
Financial Reporting Year:	January 1 – December 31, 2024
Entity Categorization According to the Act:	Manufacturing
Sector/Industry:	Energy Distribution
Location:	3261 192 Street Surrey, BC V3Z 1A7

A. Structure, Activities and Supply Chains

IEM Industrial Electric Mfg. (Canada), Inc. ("IEM Canada") is a corporation that was created in 2007 to provide Canadian customers with full-line manufacturing of electrical distribution and control systems. IEM Canada has developed one of the most sophisticated electrical product manufacturing systems and has cultivated partnerships with leading component suppliers resulting in optimal manufacturing solutions. IEM also operates entities in the United States of America and Belgium. As of December 31, 2024, the family of IEM entities had 3,053 employees globally, of which 1,148 work in Canada. The majority of our Canadian employees are employed in the Province of British Columbia. IEM Canada does not control any other entities, either directly or indirectly.

During the 2024 Reporting Period, IEM Canada imported both raw material and component parts to produce its various energy distribution products. While our materials and parts come from various countries of origin, the majority are imported from Mexico, Italy, and the United States of America.

B. IEM Canada's policies and due diligence processes in relation to forced labour and child labour

During the 2024 reporting period, IEM Canada developed a Business Partner Code of Conduct (the "Business Partner Code") with specific polices that addressed forced labour and child labour, and we always expect our supplier and business partners will comply with all laws and regulations of their local jurisdiction. In 2024, IEM Canada also undertook drafting and implementation of various policies and procedures meant to directly address forced labour and child labour, including our Employee Code of Ethics (the "Employee Code") and our Environmental, Social and Governance

policy (the “ESG Policy”). The Business Partner Code requires our vendors and suppliers to agree they will not use forced or involuntary labour, whether bonded, incarcerated, indentured or as debt servitude. The Business Partner Code also provides that our vendors and suppliers will not employ any person that has not attained the appropriate legal working age in the local jurisdiction, and in no event less than fifteen (15) years of age, except child actors employed in advertising and media that are protected by applicable child labour requirements. Our Employee Code encourages our employees to report any concerns they may have related to forced labour or child labour. Additionally, our ESG Policy prohibits human trafficking and sex trafficking.

For the 2024 reporting period, IEM Canada implemented mechanisms of reporting forced labour or child labour, including the option to make anonymous reports in various languages. The reporting hotline and website portal are available to all of IEM Canada’s employees, vendors, suppliers and business partners. Though IEM Canada has not received any reports of forced labour or child labour, we would immediately investigate any such reports and take any appropriate corrective actions.

C. The parts of IEM Canada’s business and supply chains that carry a risk of forced labour or child labour being used and the steps IEM Canada has taken to assess and manage that risk

Any global supply chain is susceptible to the potential for forced labour or child labour, particularly when production activities occur away from direct supervision of the end consumer. IEM Canada, as well as the global family of IEM entities, prides itself on developing long-term and meaningful relationship with its vendors and suppliers. As such, while IEM Canada acknowledges that no sector or industry should be assumed to be entirely free of forced labour or child labour risks, our business partners are acutely aware of IEM Canada’s prohibition against forced labour and child labour, which is formalized in a variety of policies and procedures implemented across the entirety of IEM’s global operations.

D. Measures IEM Canada has taken to remediate any forced labour or child labour

During the 2024 reporting period, IEM Canada did not identify any forced labour or child labour in its supply chain or activities. IEM Canada acknowledges that its due diligence obligations would require it to provide for and cooperate in remediation measures if forced labour or child labour were found to exist. Furthermore, IEM Canada is committed to continuously developing its capacity to identify and respond to forced labour and child labour risks within its supply chain operations.

E. Measures IEM Canada has taken to remediate the loss of income to the most vulnerable families that results from any measure taken to eliminate the use of forced labour or child labour in IEM Canada's activities and supply chains

During the 2024 reporting period, IEM Canada did not identify any instances of loss of income to vulnerable families or individuals resulting from our efforts to eliminate forced labour and child labour in our procurement supply chains. Therefore, no remediation measures have been implemented. Should IEM Canada become aware of any future loss of income to vulnerable families or individuals resulting from our efforts to eliminate forced labour and child labour in our supply chains, we will take measures to implement the appropriate remediation measures.

F. Training IEM Canada provides to employees on forced labour and child labour

During the 2024 reporting period, IEM Canada engaged in the process of developing training for employees specific to addressing risks of forced labour or child labour. As of Q1 2025, IEM Canada has started implementing computer-based learning modules that cover forced labour and child labour. These modules were developed in collaboration with a third-party vendor that provides similar training to a variety of global companies with complex supply chains and are expected to be available to all IEM employees worldwide.

G. How IEM assesses our effectiveness in ensuring that forced labour and child labour are not being used in our business and supply chains

During the 2024 reporting period, IEM Canada implemented a global reporting hotline that will help it more accurately assess the company's effectiveness in ensuring forced labor and child labour are not used at any stage of our global business and supply chains. IEM Canada was not made aware of any instances of forced labour or child labour during the reporting period. Any such reports would have been immediately investigated and appropriate actions would have been taken.

APPROVAL AND ATTESTATION

Reporting Entity's Legal Name: IEM Industrial Electric Mfg. (Canada), Inc.
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In accordance with the requirements of the Fighting Against Forced Labour and Child Labour in Supply Chains Act (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.

The report has been approved by the entity's governing body pursuant to section 11, paragraph (4)(a) of the Act.

Name: Clayton Such

Title: Chief Executive Officer and Member of the Board of Directors

Date: May 28, 2025

Signature: 
(Member of Governing Body)

I have the authority to bind IEM
Industrial Electric Mfg. (Canada), Inc.