

1 Overview

MOBIA is submitting this document to address reporting requirements under the Fighting Against Forced Labour and Child Labour in Supply Chains Act. This report addresses risks and measures related to the prior financial year for MOBIA, which ran from April 1, 2024, to March 31, 2025.

2 Risk Report Subsection 11(3)

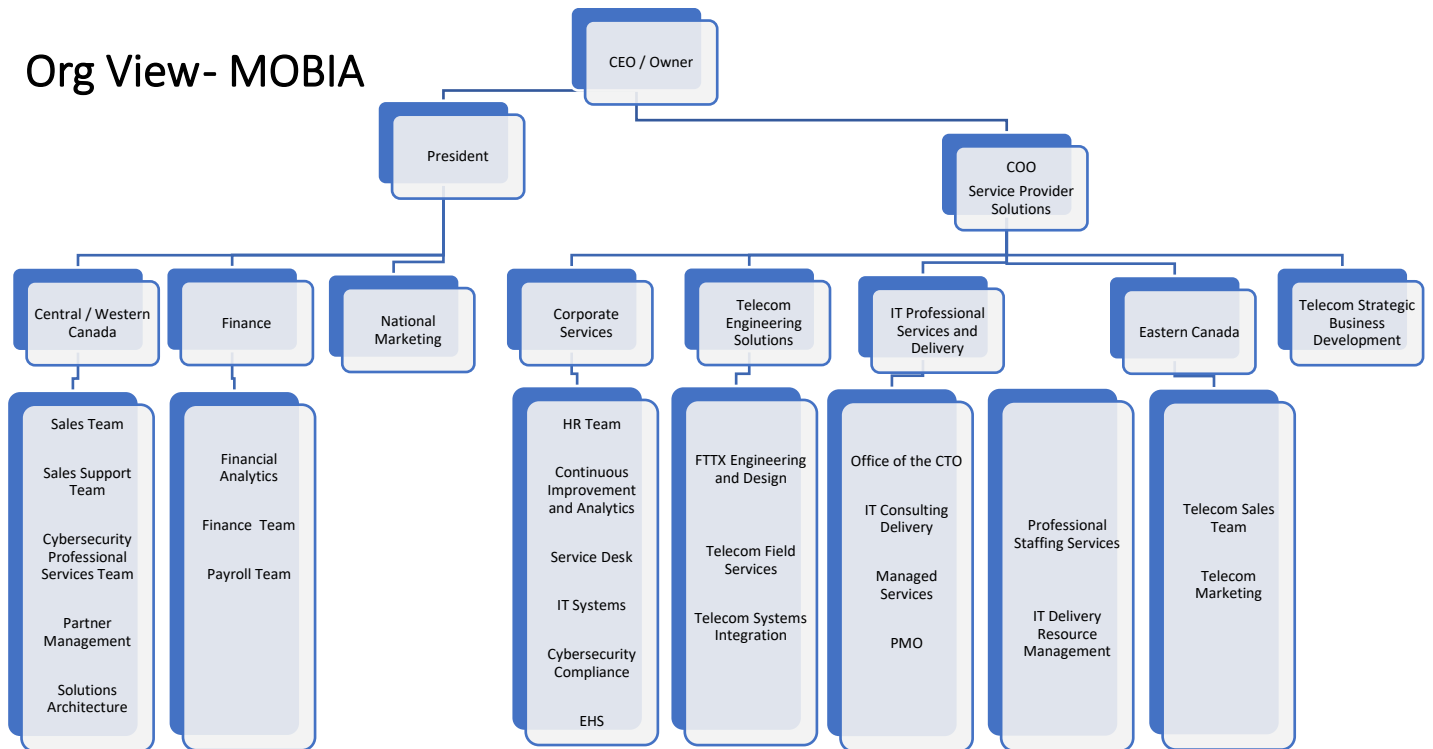
2.1 Structure, activities, and supply chain (subsection 11(3)a)

Structure

Legal Structure: MOBIA is a corporation with its head office located in Nova Scotia, Canada.

Organizational Structure: The following diagram shows our departmentation and structure.

Org View- MOBIA



Organizational Mandate: MOBIA is a business technology integrator with over 38yrs 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.

Number of Employees in Canada and outside of Canada: At the time of this report, MOBIA had 493 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/distributor 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, 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 operates primarily as a broker, facilitating the resale of IT and telecommunications products to our clients through partnerships with multiple vendors.

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

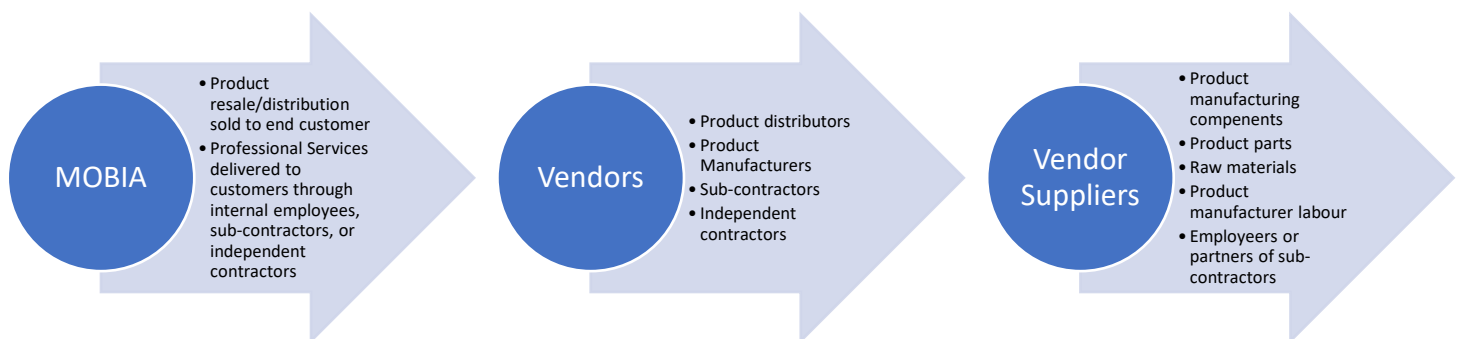
Supply Chain

During the last financial year, MOBIA completed professional services for our customers, and imported goods into Canada as a reseller/distributor of goods/products for our customers.

Professional Services are completed by resources engaged by MOBIA out of offices and remote locations across Canada, or on customer locations as required to meet customer engagement objectives.

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 centres.

Diagram of MOBIA supply chain for prior financial year:



During the prior financial year, vendor products for distribution by MOBIA were predominantly sourced from North American based vendors. In future years, further detail on our vendors will be captured around locations of our vendors' suppliers.

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

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.

As a part of our onboarding and contracting processes MOBIA reviews vendor standards and corporate policies. Currently, our vendor due diligence process is being expanded to include formal assessments of forced labour and child labour risks, including the requirement for vendor attestations of compliance with the *Fighting Against Forced Labour and Child Labour in Supply Chains Act*.

In the current year, MOBIA has developed a policy addressing the risks of forced labour and child labour within its operations and supply chains. As part of our due diligence efforts, we conducted a review of our vendor onboarding practices to strengthen oversight and accountability.

In the future, we will require applicable vendors to provide an attestation confirming their compliance with the requirements of the *Fighting Against Forced Labour and Child Labour in Supply Chains Act*. This step supports our commitment to ethical sourcing and continuous improvement in supply chain transparency.

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 are assessing 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. We aim to strengthen our due diligence processes in the coming year.

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.

2.6 Training (subsection 11(3)f)

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

We recognize the importance of awareness and education in upholding responsible business practices and intend to explore appropriate training opportunities for relevant staff in the upcoming year.

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. We acknowledge the need for continuous improvement and will explore ways to evaluate and report on the impact of our policies and due diligence measures in future reporting cycles.

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

FULL NAME: Nea Publicover

TITLE: VP of Corporate Services

I have the authority to bind MOBIA Technology Innovations Incorporated.

SIGNATURE:



DATE: May 29, 2025