

POOL SAFE INC.

2025 Annual Report on Fighting Against Forced Labour and Child Labour in Supply Chains

Corporate Information:

Reporting Entity's Legal Name | Business Number:

- Pool Safe Inc. | 84725 3259 RC0001

Reporting Entity's Active Subsidiary | Business Numbers:

- 1974134 Ontario Inc. | 84776 5104 RC0002

Financial Reporting Year:

- January 1, 2024 to December 31, 2024

Identification of a Revised Report:

- N/A

Identification of a Joint Report:

- N/A

Identification of Reporting Obligations in Other Jurisdictions:

- N/A

Sector:

- Manufacturing

Location:

- North York, Ontario, Canada

Report on Fighting Against Forced Labour and Child Labour

This report has been prepared by Pool Safe Inc. (the “Company” or “Pool Safe”) pursuant to the Fighting Against Forced Labour and Child Labour in Supply Chains Act (the “Act”) for the financial year ending December 31, 2024. The Act requires certain entities and Government institutions to disclose a list of actions taking place to help prevent and reduce the risk that forced labour or child labour being used in its supply chain, production of goods or import of products into Canada. Canada has committed to help fight against forced labour and child labour through the commitment and requirement of reporting obligations. Pool Safe Inc. acknowledges the risks of forced labour and child labour in the global supply chain and is committed to continually evolving its due diligence practices, remediation and the development of training processes. We are also committed to promoting labour practices that protect the safety and human rights of workers, as well as preventing and mitigating the risks of forced labour and child labour in our supply chains.

About Pool Safe Inc.

Pool Safe Inc. designs, develops and distributes a product known as LounGenie, which functions as a multipurpose personal poolside attendant. LounGenie by Pool Safe Inc. is designed to provide safety, convenience, and peace of mind for hotels, resorts, waterparks, and cruise ship guests. Conveniently located alongside pool or beach lounge chairs, the LounGenie is a unique way of providing vacationers with a comforting sense of security for their belongings, while offering the vendor opportunities to increase F&B sales, expedite customer service and drive revenue. Pool Safe Inc. is a fully reporting publicly traded company which is listed on the TSX Venture Exchange under the symbol “POOL”.

Steps to Prevent and Reduce Risks

This report (the “Report”) outlines Pool Safe’s governance practices, existing measures, and actions that the Company has and will continue to instill going forward. Pool Safe Inc. is committed to promoting values that respect human rights, both inside and outside of our organization as well as inside and outside Canada. Although Pool Safe is a microcap company that currently employs seven full-time employees, it believes in maintaining high standards and values within the organization. These practices must be adhered to earlier in the Company's evolution to ensure the foundation and principles are established from the beginning. This includes the Company’s Code of Business Conduct and Ethics (“COBCE”) Policy in addition to the Terms of Reference for its Nominating and Corporate Governance committees. These policies are designed to ensure that Pool Safe operates in a manner that is both ethically considerate and respectful of the current work environment and standards.

The Company adheres to all applicable laws and regulations yet does so in a manner that guarantees a high level of Corporate Governance and ethical standards. Pool Safe is firmly opposed to all forms of forced labour and child labour and will continue to maintain and evolve its business practices and standards for the betterment of its employees and the community.

Risk assessment and due diligence

Pool Safe's greatest risk lies in the possibility that a supply chain partner may not uphold the same ethical values and high standards the Company maintains. This risk can be challenging to assess when forming new partnerships. While forced labour and child labour laws are widely upheld in developed countries, evaluating compliance becomes more complex when sourcing from higher-risk regions. The Company acknowledges the potential for forced and child labour issues within extended supply chains. However, this risk is significantly reduced when products are sourced and manufactured in North America.

To further mitigate risk, Pool Safe actively engages with suppliers to ensure a shared commitment to ethical practices, particularly in upholding their own Code of Business Conduct and Ethics. This includes a strong stance against forced and child labour. The Company will, to the best of its ability, ensure that its suppliers have no history of violations or warnings from government agencies. Pool Safe's internal policies and procedures form the foundation of its decision-making process and play a critical role in reducing the risk of unethical practices within the supply chain. These practices have been integral to the Company's operations for over a decade and will continue to guide responsible sourcing. While the risk of forced and child labour within Pool Safe's supply chain is considered low, the Company maintains an active and vibrant supply chain, which requires ongoing monitoring and contingency planning.

Internal Policies and Training to help prevent forced labour and child labour

Corporate Governance and Ethics are central topics of discussion with both new and current employees. The Company believes that a strong ethical foundation begins with its people, making it a top priority to ensure all employees share similar values. As a microcap company, identifying like-minded individuals is somewhat more manageable. It is crucial that every employee understands and adheres to the Company's Code of Business Conduct and Ethics (COBCE) and aligns with its principles and goals.

Currently, internal discussions among Pool Safe colleagues serve as the primary method of communicating the Company's stance on forced labour and child labour. As the Company continues to grow, all directors, officers, and employees will be required to certify that they have read, understood, and comply with the COBCE. With growth, Pool Safe anticipates having the resources to invest in formal training programs on human rights, including forced and child labour, for its leadership and staff.

Assessing our effectiveness and continuous improvement

Pool Safe Inc. is committed to being a leader within its industry and in doing so must maintain its commitment to best business practices. Corporate Governance and business conduct and ethics continue to be a high priority as the Company grows and evolves. Effectively managing its supplier partnership is critical to the Company's evolution and therefore forced labour and child labour issues will always be a priority. In 2024, Pool Safe did not encounter any instances of forced or child labour within its operations or supply network.

Continuous Improvement

Protecting and promoting human rights is not optional, it is a fundamental responsibility. As a company and corporate citizen, we are dedicated to safeguarding these core values. We expect our suppliers and industry partners to share this commitment and uphold the same principles in their own operations. Pool Safe recognizes the fundamental importance of human dignity and equality while also believing it can coexist alongside our ability to grow and provide our shareholders with positive returns.

Addressing Reported Risks

As of December 31, 2024, Pool Safe has not faced situations of forced labour or child labour and has therefore not had to remedy such situations.

Attestation

This Report was approved pursuant to subparagraph 11(4)(b)(i) of the Act by the Board of Directors for Pool Safe Inc. In accordance with the requirements of the Act, and in particular section 11 thereof, we, the undersigned, attest that we have reviewed the information contained in this joint report for the entity specified below. Based on our knowledge, and having exercised reasonable diligence, we attest that the information in this joint report is true, accurate and complete in all material respects, for the purposes of the Act, for the Reporting Period specified above.

We make the above attestation in our capacity as officers and directors of the Board of Directors (Board”) of Pool Safe Inc. and on behalf of the Pool Safe Board.

Per: (Signed) “David B. Berger”

David B. Berger,
Executive Chairman & C.E.O.
I have the authority to bind the Company

Per: (Signed) “Steven K. Glaser”

Steven K. Glaser
Director, C.O.O. & C.F.O.
I have the authority to bind the Company