



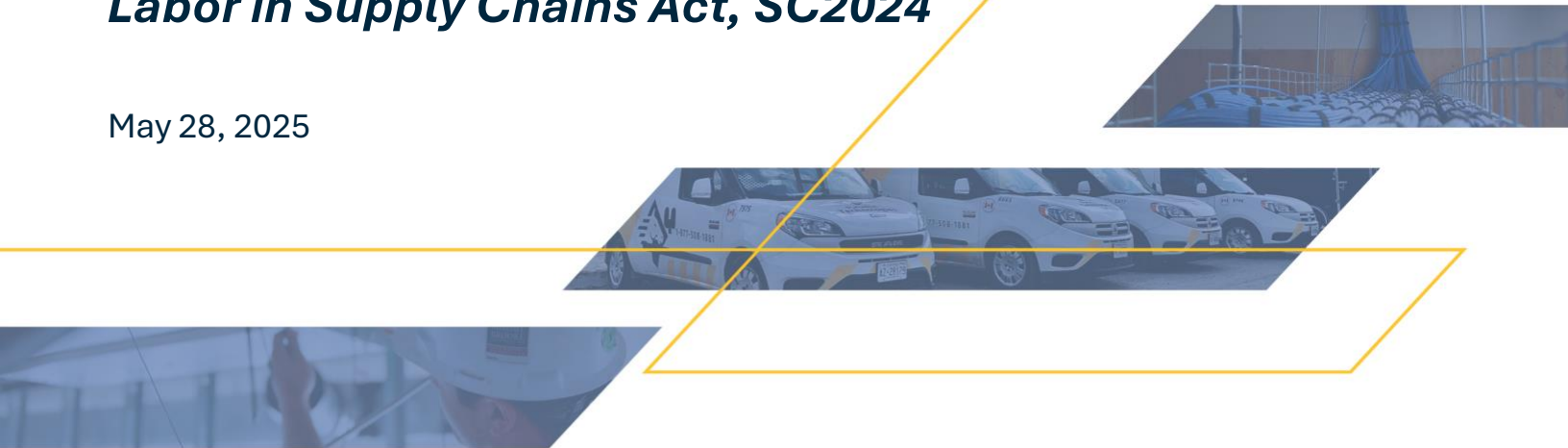
**Paladin
Technologies**

Annual Reporting

Paladin Technologies

Fighting Against Forced Labor and Child Labor in Supply Chains Act, SC2024

May 28, 2025





2024 ANNUAL REPORT

1. Purpose

This annual report for the 2023 financial reporting year has been created by Paladin Technologies Inc. (hereinafter referred to as “**Paladin**”, “**our**”, or “**we**”) for the sole purpose of meeting its obligations and reporting requirements for entities pursuant to the *Fighting Against Forced Labor and Child Labor in Supply Chains Act*, SC 2024, c 9 (the “**Act**”).

2. Our Commitment

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

3. Categorization, Sector, and Industry

Paladin is a low voltage installation and services entity headquartered in Vancouver, British Columbia.

In terms of the Act’s threshold requirements, Paladin has at least \$20 million in assets for at least one of its two most recent financial years, it has generated at least \$40 million in revenue for at least one of its two most recent financial years, and it employs an average of at least 250 employees for at least one of its two most recent financial years.

4. Structure, Activities, and Supply Chain

Paladin is one of approximately 470 subsidiaries of Robert Bosch GmbH (“**Bosch GmbH**”), a multinational engineering and technology company headquartered in Gerlingen, Germany. Bosch GmbH maintains policies and procedures that apply to all of its subsidiaries (all subsidiaries and Bosch GmbH hereinafter referred to as, the “**Bosch Group**”). Paladin was only recently acquired by the Bosch Group on or around July 4, 2023. As a result, in the 2024 reporting period, Paladin had not completely implemented the Bosch Group policies and procedures as we operated within legal boundaries of the earn out.

Paladin is a leading provider of security and life safety solutions and system integration services. Paladin serves the entire Canadian market with eighteen (18) offices and the United States market with seventeen (17) offices across New York, Texas, California, the Southwest, Pacific Northwest and Midwest regions. Our portfolio comprises of video surveillance, access control and intrusion detection, as well as network infrastructure, monitoring, and advanced audio-visual solutions.

The majority of the goods that Paladin imports into Canada are from the United States. These include, but are not limited to, server units, processing units, wall-mounted digital cameras, smart cards, and mount kits.



Steps Taken by Paladin in 2024

To help prevent and reduce the potential 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, Paladin took the following steps in 2024:

1. Mapping activities;
2. Mapping supply chains;
3. Conducting an internal assessment of risk of forced labour and/or child labour in the organization's activities and supply chains;
4. Gathering information on worker recruitment and maintaining internal controls to ensure that all workers are recruited voluntarily;
5. Addressing practices in the organization's activities and supply chains that increase the risk of forced labour and/or child labour;
6. Developing and implementing due diligence policies and processes for identifying, addressing and prohibiting the use of forced labour and/or child labour in the organization's activities and supply chains; and
7. Engaging with supply chain partners on the issue of addressing forced labour and/or child labour.

In the subsequent reporting period, Paladin will be implementing the Bosch Group policies and procedures. For additional information on the Bosch Group's global initiatives, please refer to the Bosch Group's [2024 Sustainability Report](#).

To achieve the above steps, Paladin relied on the actions taken by the Bosch Group in 2024, which included:

1. Identifying fifteen (15) high-risk raw materials that the Bosch Group uses and launching specific risk-mitigating programs. Paladin will ensure compliance when risk-mitigating program is made available to Paladin.
2. The application of the [Code of Business Conduct](#) to all employees in the Bosch Group. The Code of Business Conduct requires employees to comply with all relevant laws and internal regulations. It rejects any violation of human rights, and explicitly, forced labour and child labour. This project is in progress as part of Paladin's PMI.
3. Requiring suppliers of the Bosch Group to comply with a [Code of Conduct for Business Partners](#). Among other things, the Code of Conduct for Business Partners stipulates that there is zero tolerance for any form of child labour, and it rejects any form of forced labour. It also permits the termination of business relationships in the event of a breach.
4. Conducting supplier assessments, including (i) quick scans based on a checklist of specified criteria, such as, human rights; (ii) drill-deep assessments which are carried out by internally licensed assessors in potentially high-risk regions or industries; (iii) self-declarations where the risk is low; and (iv) third-party audits.
5. The maintenance of a Risk Management System for the implementation of corporate due diligence obligations in accordance with the *German Supply Chain Due Diligence Act* to ensure compliance



with human rights and environment-related due diligence obligations. The system is directed both at the actions of the Bosch Group in its own operations and the activities of its suppliers. The Risk Management System also includes a Human Rights Committee that convenes twice a year under the Chair of the Human Rights Officer. The Human Rights Committee is made up of the heads of the responsible corporate departments and other corporate departments with an advisory role (compliance, risk management, legal affairs, communication). The Human Rights Committee evaluates the effectiveness of the Risk Management System and contributes to its further development.

6. Encouraging every Bosch Group employee and every Bosch Group business partner to report any possible violation of the law, the Bosch Code of Business Conduct, or other internal regulations through the [online anonymous whistleblower system](#).
7. The completion of risk assessments. The corporate departments assess the risks relating to their own business activities in a top-down or bottom-up approach (e.g. through questionnaires), depending on the processes in question. The Bosch Group has developed a grading system for risks in the supply chain and uses international indexes such as the Global Slavery Index or the ITUC Global Rights Index to assess the respective supplier's potential risk. A supplier's sustainability performance – such as audit results, acceptance of the Code of Conduct for Business Partners, or external certifications – is likewise included in the assessment and used to substantiate the results.

For additional information on the details provided above and the Bosch Group's global initiatives, please refer to the Bosch Group's [2024 Sustainability Report](#).

5. Policies and Due Diligence Processes

Paladin maintains policies and due diligence processes to directly address child labour and forced labour, including:

1. Embedding responsible business conduct into policies and management systems; and
2. Tracking implementation and results.

In the subsequent reporting period, Paladin will be implementing the Bosch Group policies and due diligence processes. For additional information on the Bosch Group's global initiatives, please refer to the Bosch Group's [2024 Sustainability Report](#).

1. The above steps were addressed by Paladin through the Bosch Group's aforementioned risk identification, [Code of Business Conduct](#), [Code of Conduct for Business Partners](#), supplier assessments, Risk Management System, Human Rights Committee, [online anonymous whistleblower system](#), and risk assessments.

For additional information on the policies and due diligence processes of Paladin, please refer to the Bosch Group's [2024 Sustainability Report](#).



6. Forced Labour and Child Labour Risks

Paladin has not started the process of identifying risks of forced labour and child labour in its activities and supply chain. As a newly acquired entity in the Bosch Group, it is in the process of assessing what steps may be appropriate to identify risks of child labour and forced labour.

7. Remediation Measures

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

8. Remediation of Loss of Income

Paladin 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.

9. Training Provided to Employees

1. In the reporting year, Paladin 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.

10. Assessing Effectiveness

2. Paladin does not currently have specific policies and procedures in place to assesses its effectiveness in reducing and/or eliminating the risk of child labour and/or forced labour in its activities and supply chain.

11. 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 of Paladin Technologies Inc. and Paladin Technologies (USA) Inc. has executed this report as of the effective date of the signatures set out below.

SIGNED

PALADIN TECHNOLOGIES INC.

May 28, 2025

Per:

Executed Date

Name: Iain Morton

Title: Chief Operating Officer (COO)

I have authority to bind Paladin Technologies Inc. & Paladin Technologies (USA) Inc.