

Fight Against Forced and Child Labour Report



Wyse Meter Solutions

SECTION 1 | INTRODUCTION

This Report is produced by Wyse Meter Solutions Inc. (“**Wyse**”) for the financial year ending November 30, 2024 (the “**Reporting Period**”) and outlines the steps taken to prevent and reduce the risk of forced or child labour in any stage of the production of goods in Canada or abroad, or in goods imported into Canada by Wyse. This Report is prepared by Wyse pursuant to Bill S-211: *An Act to enact the Fighting Against Forced Labour and Child Labour in Supply Chains Act and to amend the Customs Tariff* (the “**Act**”) with respect to activities in fiscal year 2024.

Founded in 2006, Wyse Meter Solutions is an industry-leading utility submetering and billing company committed to creating superior living experiences within sustainable buildings. We work with more than 200 owners, developers, and managers in the Canadian real estate industry, across more than 300,000 suites in seven provinces.

Our organization adheres to the highest industry standards. As proud members of leading industry associations, Wyse is dedicated to upholding their codes of conduct. By adhering to these standards, we enhance transparency, integrity, and accountability in our business activities.

Wyse is committed to preventing and reducing the risk of forced or child labour within our business, as well as among our partners, suppliers, and manufacturers.

SECTION 2 | STEPS TAKEN DURING THE PREVIOUS FINANCIAL YEAR TO PREVENT/REDUCE THE RISK OF FORCED AND/OR CHILD LABOUR

GOVERNANCE

Wyse’s Code of Conduct reflects our organization’s commitment to fostering a respectful and professional environment for employees, clients, and visitors. We ensure that our Code upholds the highest industry standards and ethical practices.

In 2024, Wyse emphasized the importance of human rights and the prohibition of involuntary labour practices across our operations and supply chain. To support this commitment, mandatory training on these topics was delivered to all employees, including the Executive team.

TRACKING AND MONITORING

In 2024, Wyse conducted an internal assessment of its Tier 1 supply chain. The assessment revealed a minimal risk of forced or child labour, as Tier 1 suppliers are located in Canada and the United States—jurisdictions known for strong regulatory frameworks protecting civil and labour rights.

Wyse is also committed to maintaining a culture of transparency and accountability. To that end, we promote the use of a confidential third-party reporting mechanism (EthicsPoint), which enables employees to safely report violations of company policies, including concerns related to forced or child labour.

SECTION 3 | WYSE STRUCTURE, ACTIVITIES AND SUPPLY CHAINS

STRUCTURE

Wyse is a corporation that functions as a public utility in British Columbia and as a regulated unit submetering provider in Ontario. The company is headquartered in Concord, Ontario and holds a submetering license (ES-2019-0173) under the Ontario Energy Board.

Wyse has 111 employees in Canada. Since 2018, Wyse has been a significant operating company under ONEX, and it adheres to their required codes, policies, and disclosure practices.

GOVERNANCE

Wyse has established a formal governance structure to ensure our policies are operationalized, compliant, and regularly reviewed. The Board of Directors and executive leadership team provide oversight. Under the direction of in-house Legal and Regulatory departments, Wyse adheres to the applicable legislation in each jurisdiction where the company operates, including but not limited to the following:

- Measurement Canada
- British Columbia Utilities Commission Act
- Ontario Electricity Act
- Ontario Energy Board Unit Sub-Metering Code
- Ontario Consumer Protection Act
- Electrical Safety Authority
- Canadian Electrical Code

ACTIVITIES

Wyse is a submetering provider that installs and operates submeters to measure electricity, water, sewer, natural gas, and/or thermal energy consumption in individual units of multi-residential buildings, such as apartment rental units and condominium units. This is done downstream of the bulk meter. Wyse has been a service provider in the electricity submetering industry since 2006 in Ontario, since 2016 in British Columbia and Alberta, 2020 in Saskatchewan and Prince Edward Island, 2021 in Nova Scotia and 2024 in New Brunswick.

SUPPLY CHAINS

Our Tier 1 supply chain consists entirely of Canadian and United States-based suppliers and distributors. In our day-to-day operations, Wyse works with a select group of contractors for meter installation — all of whom are based in Canada, as our clients are exclusively within the Canadian market. Additionally, Wyse also engages other service providers for administrative functions such as human resources and IT, all of which are based in Canada.

SECTION 4 | POLICIES AND DUE DILIGENCE PROCESSES IN RELATION TO FORCED LABOUR AND CHILD LABOUR

ONEX CODE OF BUSINESS CONDUCT AND ETHICS

As an Onex significant operating company, Wyse's executive leadership team, representing all of the organization, is required to operate under the *Onex Code of Business Conduct and Ethics*. This code sets forth standards, expectations and obligations for Wyse and its leadership. The code reflects Onex's commitment to a culture of honesty, integrity and accountability and outlines the basic principles and policies that all directors, officers and employees of Onex and its controlled entities are expected to comply with. The code includes clauses covering, but not limited to:

- Avoidance of conflicts of interest;
- The integrity of Onex's financial records and public disclosure documents;
- Protection of Onex' assets, including its confidential information;
- Compliance with applicable laws;
- Fair and ethical conduct in Onex' business dealings; and
- Accountability for compliance.

Wyse is also committed to other Onex policies covering:

- Whistleblower protections;
- Anti-bribery and anti-corruption;
- Sound operational and management practices to ensure facilities are in compliance with all applicable legislation providing for the protection of the environment, employees, and the public; and
- Active self-monitoring programs to ensure compliance with government and company policies.

ADDITIONAL POLICIES AND DUE DILIGENCE

Wyse conducts high-level due diligence across its supply chain to proactively identify, address, and mitigate potential risks related to forced and child labour. The following summarizes the due diligence measures implemented by Wyse:

- In 2023, Wyse engaged the services of a third party specializing in risk assessment to help us examine our processes, both existing and developing, specifically related to risks associated with forced and child labour in our supply chains.
- In 2024, Wyse developed "Supplier/Vendor/Partner Agreement and Acknowledgment" form processes. This process is designed to ensure that major suppliers, vendors, and contractors of Wyse have read, understood, and agree to adhere to Wyse's policies related to Bill S-211. The form affirms a commitment to preventing the use of products or services associated with forced or child labour and requires suppliers to extend this commitment throughout their own supply chains. Wyse requires this form to be reviewed and signed annually to monitor and capture any changes.

SECTION 5 | PART OF BUSINESS AND SUPPLY CHAIN THAT CARRY A RISK OF FORCED LABOUR OR CHILD LABOUR AND THE STEPS TAKEN TO ASSESS AND MANAGE THAT RISK

We do not have any issues with our Tier 1 supply chain. Our primary risk centres on the Tier 2 supply chain, specifically the overseas manufacturing element of our Tier 1 suppliers. As such, we are taking the following steps to manage that risk.

VENDOR MONITORING AND DUE DILIGENCE PROCESS

As mentioned above, in 2024, Wyse developed “Supplier/Vendor/Partner Agreement and Acknowledgment” form processes. This process is designed to ensure that major suppliers, vendors, and contractors of Wyse have read, understood, and agree to adhere to Wyse's policies related to Bill S-211. The form affirms a commitment to preventing the use of products or services associated with forced or child labour and requires suppliers to extend this commitment throughout their own supply chains. Wyse requires this form to be reviewed and signed annually to monitor and capture any changes.

In addition, Wyse conducted a survey of its primary suppliers and contractors to assess their processes concerning ESG factors, human rights, and forced and child labour risks within their supply chains.

The suppliers and contractors who both signed the agreement and completed the survey accounted for over 70% of Wyse's total purchases in 2024. Survey results indicated a minimal risk of forced and child labour across these supply chains, providing a solid foundation for continued risk management efforts.

VENDOR SUSTAINABILITY INITIATIVES

We have reviewed our suppliers' sustainability initiatives as stated in public declarations. Our review highlighted several key initiatives among our suppliers, including alignment with ESG efforts with the UN Sustainable Development Goals and adoption of ISO 45001, a globally recognized standard for Occupational Health and Safety Management Systems (OHSMS), aimed at ensuring a safe and healthy work environment for employees. This information enables us to engage our suppliers in a more structured manner regarding their objectives to prevent forced and child labour.

SUPPLIER AGREEMENTS

Wyse maintains detailed supplier agreements with select suppliers and contractors. These agreements outline key expectations related to contractor qualifications, adherence to industry standards, and compliance with applicable laws and regulations.

However, these agreements have not historically included explicit clauses addressing forced and child labour. As noted above, in 2024 Wyse introduced a supplementary agreement and survey process. Through this initiative, we obtained signed acknowledgments and completed surveys from suppliers and contractors representing over 70% of our total procurement, reinforcing our commitment to ethical sourcing and supply chain accountability.

SECTION 6 | ANY MEASURES TAKEN TO REMEDIATE ANY FORCED LABOUR OR CHILD LABOUR

No measures have been required in 2024, as we have not identified any incidents of forced or child labour in our activities and supply chains.

SECTION 7 | REMEDIATION OF 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 ACTIVITIES AND SUPPLY CHAINS

So far, no instances of income loss for vulnerable families have been identified or reported as a result of our measures to eliminate forced or child labor in our activities and supply chains.

SECTION 8 | TRAINING PROVIDED TO EMPLOYEES ON FORCED LABOUR AND CHILD LABOUR

In 2024, Wyse emphasized the importance of respecting human rights and prohibiting involuntary labour practices across our operations and supply chain. Mandatory training on these topics was provided to all employees, including the Executive team.

SECTION 9 | ASSESSING EFFECTIVENESS IN ENSURING FORCED AND CHILD LABOUR ARE NOT BEING USED IN OUR BUSINESS AND SUPPLY CHAINS

In 2023, Wyse engaged a third-party firm specializing in risk assessment to evaluate both existing and emerging internal processes, with a focus on identifying risks related to forced and child labour within our supply chains.


Wyse remains committed to addressing these risks and preventing the use of forced and child labour in all aspects of our operations. As noted above, in 2024 we implemented measures to ensure that our top 70% of vendors have appropriate policies in place to prohibit and prevent involuntary labour practices within their own supply chains. In addition, all Wyse employees, including the Executive team, completed mandatory training to enhance their understanding of involuntary labour and the role they play in its prevention.

To date, no instances of income loss among vulnerable families have been identified or reported as a result of Wyse's measures to eliminate forced or child labour. These measures have been assessed as effective in meeting our goals.



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. 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.

DocuSigned by:

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Richard Belfer, CFO

May 28, 2025

I have the authority to bind Wyse Meter Solutions Inc.