

Report on Modern Slavery

This joint report (the “Report”) has been prepared by Creation Technologies Inc. and its wholly owned subsidiary Creation Technologies Ltd. (collectively “Creation Technologies”) for the reporting year of January 1, 2025, to December 31, 2025, pursuant to the requirements of the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (the “Act”) and the *California Transparency in Supply Chains Act*.

Creation Technologies takes its role as a responsible global corporate citizen seriously and is committed to preventing and reducing the risk of forced labor and human trafficking within its operations and supply chain. Slavery and human trafficking can take many forms, including forced labor, child labor, debt bondage, domestic servitude, sex trafficking and other forms of workplace abuse. For the purposes of this Report, the term “modern slavery” is used to encompass these practices.

Creation Technologies complies with applicable labor and employment laws in the jurisdictions in which it operates and maintains policies and procedures designed to identify and mitigate risks relating to forced labor and child labor, as defined under the Act. Based on our current due diligence activities, we are not aware of any instances of forced labor or child labor in our operations or direct supply chain during the reporting period. However, we recognize that modern slavery risks can exist beyond our direct visibility, particularly in complex, multi-tier global supply chains.

This Report reflects Creation Technologies’ third annual disclosure under applicable modern slavery legislation and builds on prior reporting by continuing to refine our understanding of supply chain risks and due diligence practices.

A. Organization Structure, Operations and Supply Chains

Creation Technologies is a global provider of electronics manufacturing solutions, design services, and supply-chain and aftermarket solutions. We provide these offerings on a contract manufacturing basis primarily to original equipment manufacturers in the following industries: industrial technology, medical and life sciences, and aerospace and defense.

Creation Technologies Inc., a Delaware corporation, is headquartered in Boston, Massachusetts, employs approximately 3,000 employees and operates 13 manufacturing facilities through its subsidiaries in Canada, the United States, Mexico and China. Creation Technologies Inc. also operates a design and prototyping center and global materials sourcing groups. Our Canadian manufacturing activities are conducted through Creation Technologies Ltd., a wholly owned subsidiary of Creation Technologies Inc., which employs approximately 875 employees in Canada.

On behalf of its customers, Creation Technologies procures a wide range of electronics components and raw materials, including printed circuit boards, electronic components, plastics, metal fabrications and hardware. During the reporting year, we sourced materials from approximately 1,750 suppliers, including manufacturers, authorized distributors and in limited circumstances, independent distributors and brokers, across 23 countries worldwide. Our global spend on raw materials and components in 2025 was approximately US\$620 million.

Creation Technologies maintains centralized global supply chain management functions responsible for administering supplier relationships and ensuring alignment with policies and contractual requirements.

Additional information about Creation Technologies can be found at www.creationtech.com.

B. Policies, Processes and Due Diligence in relation to Modern Slavery

Policies

Creation Technologies has established policies that set expectations regarding ethical conduct, human rights and responsible sourcing, informed by international standards and industry best practices. These include:

Code of Conduct: The Code of Conduct applies to all directors, officers and employees and expressly prohibits forced labor, child labor and human trafficking. All employees are required to complete annual certification confirming their understanding of and adherence to the Code of Conduct.

Supplier Code of Conduct: Suppliers are required to comply with our Supplier Code of Conduct, which sets expectations relating to human rights, labor standards, legal compliance and ethical business practices. Supplier contracts require adherence to this Code and applicable laws.

Policy Against Human Trafficking, Forced Labor and Child Labor: This policy prohibits modern slavery across our operations and supply chains and reinforces our commitment to respecting human rights.

Anti-Bribery and Anti-Corruption Policy: This policy reinforces the understanding and expectation that employees and business partners must act ethically and with integrity in carrying on our business activities.

Due Diligence and Supplier Verification

Creation Technologies employs a third-party due diligence screener to assess suppliers and counterparties for a range of risks, including any adverse media reports related to modern slavery. Screening is conducted during onboarding and on an ongoing basis.

During the reporting year, we enhanced our focus on suppliers located in regions identified as having elevated modern slavery risk, informed by publicly available data, government advisories and customs enforcement actions. Suppliers in these regions are subject to enhanced screening and monitoring, with identified issues escalated internally for review and follow-up.

Suppliers must also comply with Creation Technologies' standard supplier contract terms and conditions, which require suppliers to comply with all applicable laws in the countries in which they do business and the Creation Technologies' Supplier Code of Conduct.

Governance and Management Oversight

Creation Technologies has established structures and roles responsible for overseeing the ethical conduct of our global business and operations.

Our Board of Directors oversees environmental, social and governance matters (“ESG”), including the human rights of workers affected by our operations. The Board of Directors has delegated the administration of Creation’s ESG program to the ESG Committee, which oversees and guides our ESG initiatives.

Operational responsibility for supply chain risk management resides with the Senior Vice President of Program Management and Supply Chain. The Legal and Human Resources departments support investigation and responses to potential policy or legal breaches.

Audit and Certification

Creation Technologies does not currently require its suppliers to provide formal certifications regarding compliance with forced labor or child labor laws, nor does it conduct supplier audits focused specifically on modern slavery. Our current approach emphasizes risk-based screening, contractual commitments requiring compliance with applicable laws and the Supplier Code of Conduct and ongoing adverse media monitoring. We continue to evaluate opportunities to enhance supplier engagement and verification over time.

Reporting

Creation Technologies maintains a Whistleblower Policy and ethics hotline available globally to employees and business partners, which allows confidential and anonymous reporting of concerns, including potential modern slavery issues. Reports are investigated in accordance with internal procedures and with protections against retaliation.

C. Risks of Modern Slavery in Creation Technologies’ Supply Chains

While no instances of modern slavery were identified during the reporting period, Creation Technologies recognizes that risks may exist within complex global supply chains, particularly where sourcing involves regions with vulnerable worker populations, reliance on migrant labor, limited enforcement of labor laws or recruitment practices that may expose workers to exploitation.

We continue to refine our understanding of these risks through geographic analysis, supplier screening and internal stakeholder engagement. Creation Technologies is committed to progressively improving supply chain visibility.

D. Remediation Measures and Remediation of Loss of Income

No incidents of forced labor or child labor were identified that required remediation during the reporting period. As a result, no remediation of loss of income for vulnerable families was required. Creation Technologies continues to develop response protocols to ensure appropriate action if issues are identified in the future.

E. Training

All employees receive mandatory training on the Code of Conduct and related ethics and compliance topics, including modern slavery risks. Training completion is tracked as part of onboarding and ongoing compliance programs.

F. Assessing Effectiveness

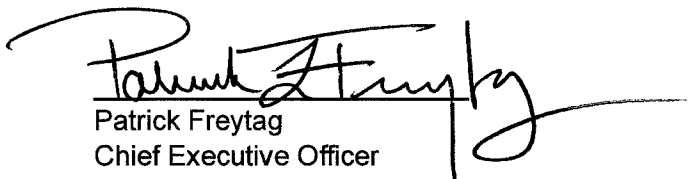
Creation Technologies assesses the effectiveness of its modern slavery prevention measures through activities including reviewing policies and procedures on a regular basis, tracking employee training, investigating and tracking ethics hotline reports, and reviewing adverse media reports related to suppliers.

G. Approval and Attestation

This report has been approved by the Board of Directors of Creation Technologies.

In accordance with the requirements of Section 11 of the Act, I attest that I have reviewed the information contained in the Report for the 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 reporting year listed above.

Signed on March 2, 2026, by



Patrick Freytag
Chief Executive Officer

I have the authority to bind Creation Technologies Inc. and Creation Technologies Ltd.