



2025 Inventronics Limited Forced Labour Report

Inventronics Limited (the "**Corporation**") has created this report to meet its requirements pursuant to the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (the "**Forced Labour Act**").

Forced labour and child labour (each as defined in the Forced Labour Act and hereinafter together referred to as "**forced labour**") are violations of fundamental human rights. As a Canadian manufacturing company, the Corporation recognizes the responsibility it has to ensure its operations and the supply chains that support its operations adhere to no use of forced labour in its business or supply chains.

The Corporation is a reporting entity as defined in the Forced Labour Act by virtue of it being a publicly listed company, although it is too small to meet the private company reporting thresholds set out in the Forced Labour Act. This report covers the Corporation's activities during its previous fiscal year ended December 31, 2025.

The Corporation takes forced labour and its reporting requirements seriously and it is committed to ensuring that it adheres to such requirements. The Corporation will continue to evaluate and assess its processes with respect to forced labour in the business over time to ensure it is meeting applicable reporting requirements and other legislation relating to forced labour.

2025 Reporting Period

The Corporation is not aware of any high-risk exposure to forced labour associated with the Corporation's supply chain. Evaluation of the reporting processes is ongoing to ensure that the statutory forced labour reporting requirements are met.

Structure, Activities and Supply Chains

- **Structure:** The Corporation is a publicly listed entity on the TSX Venture Exchange under the symbol "IVX". It operates with approximately 25 employees, 4 officers that are also directors, and 2 independent directors.
- **Operations:** The Corporation is a designer and manufacturer of enclosures for the telecommunications, cable, electric distribution, energy, and other industries in Canada and the USA. The Corporation operates from one owned ISO 9001-registered production facility in Brandon, Manitoba.
- **Supply chains:** The Corporation's supply chain consists of 60 vendors with 4 Canadian vendors supplying over 60% of the materials purchased. As the Corporation's business is to manufacture metal enclosures, those 4 vendors supply what is categorized as metal sheet, bar, and rod valued at approximately \$1.3 million annually. The remaining 56 vendors (the vast majority of which are Canadian suppliers) supply enclosure hardware, powder coating, labelling, packaging, and miscellaneous other items valued at \$1.0 million annually.

Additional information regarding the operations of the Corporation can be found in the annual financial statements and related management's discussion and analysis for the year ended December 31, 2025, which is filed on SEDAR+ (www.sedarplus.ca).

Policies and Due Diligence

Policies

The Corporation does not have any policies in place to directly mitigate risks related to forced labour. Consideration may be given to implementing such policies if the operating environment changes and they are deemed necessary. The Corporation intends to monitor the risk and its approach to addressing forced labour to ensure the effectiveness of its methodology.

Due Diligence

The Corporation has not historically undertaken steps to conduct due diligence relating to mitigating the risks of forced labour occurring in its business or operations; however, the Corporation is not aware of any high-risk exposure to forced labour associated with the Corporation's supply chain. The Corporation may in the future consider implementing additional procedures to ensure it is not unknowingly engaged in business with any entities involved in forced labour.

Activity and Supply Chain Risks

The majority of the Corporation's suppliers are highly reputable Canadian companies and therefore the Corporation is not aware of any high-risk exposure to forced labour associated with the Corporation's business or supply chains.

Remediation Measures

The Corporation is not aware of the existence of forced labour in its business or supply chains that support its operations and as such measures have not been taken to remediate any forced labour.

Employee Training

The Corporation has communicated the new reporting requirements under the Forced labour Act to its employees.

Assessment of Effectiveness

The Corporation has not implemented any policies or processes to assess the effectiveness in ensuring that forced labour is not used in its supply chains.

Approval and Attestation of the Report

This report was approved by the Corporation's Board of Directors on March 25, 2026 pursuant to paragraph 11(4)(a) of the Forced labour Act and will be filed with the Minister of Public Safety and Emergency Preparedness.

In accordance with the requirements of the Forced labour Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in this report for the Corporation. Based on my knowledge, and having exercised reasonable diligence, I attest, on behalf of the Corporation, and with no personal liability, that the information in this report is true, accurate and complete in all material respects for the purposes of the Forced labour Act, for the reporting year listed above.

Robert Brookwell
Chief Financial Officer
March 25, 2026

I have the authority to bind the Corporation.