



# 2026 Report under the Fighting Against Forced Labour and Child Labour in Supply Chains Act

(Joint report for D-BOX Technologies Inc. and D-BOX USA Inc.)

## 1. Introduction

This joint report is prepared pursuant to Canada's *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (the "**Act**") and pertains to D-BOX Technologies Inc. and its wholly owned U.S. subsidiary D-BOX USA Inc. (together, "**D-BOX**", the "Corporation", "we", "our") for the fiscal year ended March 31, 2026 (the "**Reporting Period**").

This report describes the steps taken during the Reporting Period to prevent and reduce the risk that forced labour or child labour is used at any step of: (i) the production of goods in Canada or elsewhere by D-BOX, or (ii) goods imported into Canada by D-BOX.

## 2. Our commitment

D-BOX is committed to conducting its business in an ethical, legal and socially responsible manner, including by promoting respect for human rights as a fundamental corporate responsibility. During the Reporting Period, we continued to integrate responsible business practices into our governance, policies and supplier engagement activities, with a focus on preventing and reducing forced labour and child labour risks in our supply chain.

## 3. Structure, activities and supply chains

### 3.1 Structure and operations

D-BOX Technologies Inc. is incorporated under the *Canada Business Corporations Act* and its Class A common shares are listed on the Toronto Stock Exchange.

D-BOX is headquartered in the greater Montréal (Québec) area. Manufacturing and procurement operations are conducted at the Canadian head office. Sales, marketing and software programming resources are located in Canada and in Los Angeles, California.

### 3.2 Products and supply chain overview

D-BOX designs, manufactures and commercializes haptic systems consisting of software (computer-programmed haptic code) and hardware (electromechanical actuators and controllers).

To manufacture its hardware products, D-BOX procures raw materials and components, such as motors, electronic and electrical components, and mechanical parts, from various suppliers around the world. The vast majority of D-BOX's suppliers are located in North America, and some are located in Asia. Certain products are assembled and tested in our own facility in the greater Montréal area, and some others are assembled in Asia or Europe, in some cases to meet specific client requests. Potential risk factors may



include the geographic location of certain suppliers and the nature of components sourced, including electronic and mechanical parts.

## 4. Policies and due diligence processes

During the Reporting Period, D-BOX maintained the following policies and initiatives to prevent and reduce the risk of forced labour or child labour in our activities and supply chains:

- Employee Handbook, and Code of Ethics and Business Conduct;
- Health and wellbeing policy;
- Whistleblower policy;
- Supplier Code of Conduct;
- Due diligence and audit processes of our suppliers;
- Registration on the Sedex platform, and self-assessment questionnaire.

### 4.1 Employee Handbook and Code of Ethics and Business Conduct

D-BOX maintains an Employee Handbook as well as a Code of Ethics and Business Conduct (together, the "**Code of Ethics**") applicable to all directors, senior management and all employees and consultants of the Corporation. The Code of Ethics states or implies, among other things, that any form of harassment, sexual or psychological, is strictly prohibited; overtime (beyond a 40-hour work week) when applicable is voluntary and paid in accordance with local labour laws; and employees are free to resign at any time without penalty. Moreover, D-BOX will not hire anyone who is obligated to attend school in accordance with local laws, except for summer employment within certain limits.

### 4.2 Health and wellbeing policy

D-BOX maintains a health and wellbeing policy adopted in 2022. Under this policy, the Corporation has implemented initiatives including encouraging employees to participate in regular physical activity on work premises, offering a virtual healthcare platform where employees can consult a health professional from the comfort of their home or office, and identifying safety and health risks and taking measures to prevent workplace accidents. D-BOX continuously explores new ways and initiatives to support employee health and wellbeing.

### 4.3 Whistleblower policy

The Code of Ethics contains a whistleblowing policy allowing any person who believes that another employee, consultant, officer or director is engaging or is about to engage in conduct that violates applicable legislation or the Code of Ethics to report such conduct to a colleague (including supervisors, human resource representatives, legal representatives, or executive officers), or, anonymously or not, to an independent person appointed by the Compensation and Corporate Governance Committee. In such case, the Corporation may not punish, discriminate or retaliate against such person.



#### 4.4 Supplier Code of Conduct

D-BOX adopted a Supplier Code of Conduct in 2022 (the "**Supplier Code of Conduct**") that contains minimum requirements that must be met by its suppliers in order to do business with D-BOX. The Supplier Code of Conduct specifically includes provisions prohibiting child labour and forced labour, including the following excerpts:

**Forced Labour, Human Trafficking and Slavery:** *Suppliers will not use any form of forced labour including prison, indentured, bonded, military, slave or any other forms of forced labour. Suppliers will not participate in the recruitment, transportation, transfer, harbouring or receipt of any persons by means of threat, use of force, or any other forms of coercion, abduction, fraud, deception, abuse of power or position of vulnerability, or the giving or receiving of payments or benefits to achieve the consent of a person having control over another person for the purpose of exploitation. Suppliers will not retain an employees' government-issued identification, passports or work permits as a condition of employment and will allow employees to resign from their positions at any time.*

**Child Labour:** *Suppliers will ensure that no underage labour has been used in the production or distribution of its goods or services. Employees must not be younger than the minimum employment age established by each respective country or local jurisdiction. In the event no minimum employment age is established, employees must not be younger than the age of compulsory education.*

The Supplier Code of Conduct also contains provisions requiring suppliers to comply with applicable wage and compensation requirements, and prohibiting suppliers from requiring workers to work more than the maximum hours of daily labour set by local laws.

D-BOX expects its applicable suppliers to adhere to its Supplier Code of Conduct and integrates this requirement into its procurement and contracting processes.

#### 4.5 Due diligence and audit processes of our suppliers

D-BOX uses a risk-based approach to identify and categorize risks in its supply chain, which may vary depending on factors such as country risk indicators, supplier's category and type of products or services offered by the supplier. This approach helps us prioritize our efforts and interventions, which could include an additional layer of due diligence and further ongoing monitoring if the results of our risk analysis show that a supplier presents a higher risk.

The Corporation's procurement department acts jointly with the Legal Department, which actively participates in the negotiation of contracts while providing recommendations and opinions. The Legal Department also helps ensure that contracts comply with the legislation in force and with ethical practice standards, while guiding contracting parties on their legal responsibilities. D-BOX seeks to incorporate its Supplier Code of Conduct and related compliance expectations into supplier onboarding and contractual arrangements, where appropriate.



#### **4.6 Sedex membership**

To support a more socially and environmentally sustainable supply chain, D-BOX became a member of the Sedex platform in 2024. As a Sedex member, D-BOX completed a self-assessment questionnaire that covers a wide array of subjects, including the prevention and reduction of the risk of forced and child labour. The questionnaire supports the Corporation's assessment of supply chain sustainability and identification of significant risks and serves to disseminate information to purchaser Sedex members connected to the Corporation's Sedex profile.

### **5. Forced labour and child labour risks**

We consider the risk of forced labour or child labour among our personnel to be low because we comply with labour standards currently in force in Canada and the United States where our entire workforce is located.

We do, however, maintain measures intended to ensure that our suppliers understand our expectations regarding forced and child labour and take measures to align their policies with ours. On that basis, we ask our suppliers to comply with our Supplier Code of Conduct (see section 4.4) and we use a risk-based approach to assess forced and child labour risks as part of our supplier due diligence and audit processes (see section 4.5).

While we have implemented measures to prevent and reduce the risk of forced labour or child labour in our activities and supply chain, we cannot fully control third-party operations. We therefore continue to focus on supplier expectations, risk-based due diligence and ongoing monitoring, as appropriate. Like many organizations, D-BOX's visibility into suppliers beyond its direct (tier 1) suppliers is limited and continues to develop over time.

D-BOX's approach to preventing forced labour and child labour is based on continuous improvement and will evolve over time as practices and expectations develop.

### **6. Remediation measures, and remediation of loss of income**

During the Reporting Period, we were not made aware of any non-compliant situations in our supply chain through our due diligence and audit processes or our reporting mechanisms. If such a situation is identified, D-BOX will take appropriate measures to develop and implement a corrective action plan to improve and remedy the situation, which may include the remediation of loss of income.

### **7. Training**

D-BOX employees receive regular training on our policies and various other topics that include forced and child labour. On an annual basis, all of our office employees are required to certify their adherence to our Code of Ethics.

### **8. Assessing effectiveness**

D-BOX has in place measures to prevent and reduce the risk of forced labour or child labour in our activities and supply chain, including a whistleblowing policy. During the Reporting Period, no complaints of forced labour or child labour were received through the whistleblower system or by any employee.



D-BOX continues to evaluate opportunities to further strengthen how it assesses the effectiveness of its preventative measures over time.

D-BOX monitors the implementation of its policies through internal processes, including supplier engagement and employee training, and may consider additional indicators over time to assess effectiveness.

## 9. Approval and attestation

This report was approved by the Board of Directors of D-BOX Technologies Inc. as being a joint report of D-BOX Technologies Inc. and D-BOX USA Inc. for the fiscal year ended March 31, 2026, in accordance with the Act.

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 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 purposes of the Act, for the reporting year listed above. I have the authority to bind D-BOX Technologies Inc. and D-BOX USA Inc.

A handwritten signature in black ink, appearing to read 'Naveen Prasad'.

**Full Name:** Naveen Prasad

**Title:** President and Chief Executive Officer, D-BOX Technologies Inc.; Chief Executive Officer, D-BOX USA Inc.

**Date:** May 29, 2026