

Annual Report

Bill S-211

This report is made pursuant to Bill S-211, *An Act to enact the Fighting Against Forced Labour and Child Labour in Supply Chains Act* (the “Act”). The report outlines the approach and initiatives taken by DecisionPoint Technologies, Inc (“DecisionPoint”) to identify and address the risks of forced labour and child labour in its business operations and supply chains in the 2025 financial reporting year.

OUR COMMITMENT

DecisionPoint is committed to promoting and maintaining ethical business practices across all operations. We strictly prohibit the use of forced labour or child labour in the production of the goods we sell. This commitment is explicitly codified in Decision Point Technologies Supplier Code of Conduct Policy.

CATEGORIZATION, SECTOR, AND INDUSTRY

DecisionPoint is an entity under the Act

The Act applies to DecisionPoint as, in at least one of its two most recent financial years, the company had:

- (1) at least \$20 million in assets; and
- (2) generated at least \$40 million in revenue.

Our Sector and Industry

DecisionPoint Technologies is a leader in enterprise mobility and integration of purpose-built, innovative edge technology solutions across North America. DecisionPoint is a C-Corp and currently has a headcount of about 400 employees.

STRUCTURE, ACTIVITIES, AND SUPPLY CHAINS

Our Structure and Activities



DecisionPoint focuses on mobile workers and real-time inventory, DecisionPoint is seeking to drive maximum value through people-driven services and disciplined processes for some of the largest enterprises in the world. As an integrator, DecisionPoint combines deep technical expertise with its next-generation enterprise platform (IntelliTrack®) and impressive managed services, seeking to drive productivity, resiliency, and operational excellence in retail, hospitality, manufacturing, supply chain, and healthcare industries. Headquartered in Baltimore, Maryland, DecisionPoint has offices across the United States and Canada.

Our Supply Chain

Our supply chain supports the sourcing, procurement, configuration, distribution, and support of technology hardware and related services. We operate as a technology integrator, procuring goods from OEMs, authorized distributors, and third-party suppliers, then providing value-added services including staging, configuration, and fulfillment to enterprise clients. We do not manufacture goods directly; our role is centered on procurement, integration, distribution, and lifecycle support.

The supply chain spans multiple tiers and is global in nature. Tier 1 suppliers include OEMs and distributors, while upstream suppliers include subcomponent manufacturers and raw material sources embedded within those networks. Products are sourced primarily from North America but may originate from international manufacturing environments, supported by third-party logistics partners for transportation and delivery. This structure creates exposure to global supply chain risks, including potential forced labour and child labour, which we address through ongoing supplier oversight and due diligence.

Steps Taken by DecisionPoint in Prior Financial Years

DecisionPoint Technologies developed a Supplier Code of Conduct Policy which outlines our expectations of our suppliers to make reasonable judgements in all respects and to ensure that no abusive, exploitative, or illegal conditions exist at their workplaces. The supplier code of conduct was sent to 10 of our most frequent suppliers. We trust our suppliers to extend the principles of fair and honest dealing to all others with whom they do business, including employees, subcontractors, and suppliers. Additionally, the materials incorporated into Supplier's products must comply with the laws regarding human trafficking of the country or countries



in which they are doing business. Failure to comply with this Supplier Code of Conduct will result in review of, and possible termination of, the business relationship by DecisionPoint.

POLICIES AND DUE DILIGENCE PROCESSES

In the year 2025 reporting, DecisionPoint continued to embed human rights protection into its core management systems by evaluating where our practices can be stronger and identified three areas.

- Develop an Anti-Child and Forced Labour Policy into our company handbook to help support and reinforce our supplier code of conduct policy.
- Initiate Anti Child and Forced Labour training to our employee base.
- Develop and implement anti-forced labour and child labour contractual clauses into the company's supply agreements, as well as the terms and conditions of DecisionPoint's purchase order agreements.

FORCED LABOUR AND CHILD LABOUR RISKS

We recognize that the electronics sector and specific geographic regions where our components are manufactured present inherent risks. This applies especially to what are known as conflict minerals and metals, i.e. ores and concentrates containing tin, tantalum, tungsten or gold (3TG).

REMEDIATION MEASURES

No instances of forced or child labour were identified in our operations or supply chains during this reporting period. Therefore, no remediation of such practices was required. DecisionPoint maintains a Whistleblower Policy (Policy 6.17) in our employee handbook that allows employees to report concerns to hr@decisionpt.com. This policy guarantees anonymity and strictly prohibits retaliation against any individual who makes a good-faith report.

REMEDIATION OF LOSS OF INCOME

As DecisionPoint has not identified any instances of forced or child labour, there has been no resulting loss of income to vulnerable families from measures taken to



eliminate such practices. Therefore, no income remediation measures have been required.

TRAINING PROVIDED TO EMPLOYEES

In 2025, no Child and Forced Labour specific training was provided for our employees. It is a goal for 2026 to initiate a formal policy and training on this topic to further foster and expand employees understanding and awareness of this topic.

ASSESSING EFFECTIVENESS

To ensure our policies are effective and not merely performative, DecisionPoint will utilize the following:

- Obtain and track annual Handbook acknowledgements which will include the future Anti Child and Forced Labour policy and the current general business ethics.
- Policy Audits: Management conduct regular reviews of the Child and Forced Labour Policy to ensure it remains aligned with evolving Canadian and international legal standards.
- Supplier Tracking: Track the percentage of suppliers who have completed the Supplier Code of Conduct policy.