

Fighting Against Forced Labour and Child Labour in Supply Chains Report

Submitted By:

- Ross Video Limited

Attention To:

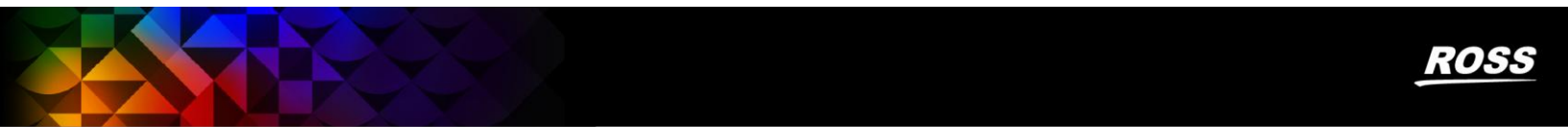
- The Honourable Gary Anandasangaree – Minister of Public Safety

Reporting Year:

- FY 2025

Table of Contents

Approval and Attestation 2
Statement of Support 3
Structure and Supply Chains 4
Business and Supply Chain Risks of Forced Labour or Child Labour 6
Fighting Forced Labour and Child Labour 6
Remediation 8
Training 8
Program Effectiveness 9
Contact Information 10



Approval and Attestation

May 26, 2026

Ross Video Limited
8 John Street
Iroquois, ON K0E 1K0

To the attention of:

The Honourable Gary Anandasangaree – Minister of Public Safety

With reference to:

“Fighting Against Forced Labour and Child Labour in Supply Chains Act” 2025 report (“the Act”).

In accordance with the requirements of the Act, and in particular section 11 thereof, on behalf of the Ross Video Board of Directors, I attest that I have reviewed the information contained in the report for the entity or 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.

David Ross,

A handwritten signature in black ink that reads "David Ross". The signature is written in a cursive, slightly slanted style.

Chief Executive Officer
Ross Video Limited

Statement of Support

May 2026,

As a global company headquartered in Iroquois, ON, Canada, Ross Video Limited (“Ross Video”) designs, markets, manufactures, sells, and supports a wide range of products that rely on a vigorous supply chain. As such, we understand that there are risks associated with forced labour and child labour within our supply chain and have taken measures to address these concerns.

Due to the complexity of modern slavery, Ross Video has established a policy and robust procedures that manage risks concerning forced labour and child labour within its supply chain. Risk management encompasses a proactive approach that vets and approves all suppliers prior to establishing business relations, paired with consistent monitoring post approval. This approach allows Ross Video to confidently state we comply with Canadian regulations surrounding forced labour.

We are committed to ensuring operational transparency and expect the same high standards from Ross Video suppliers.

David Ross,

A handwritten signature in black ink that reads "David Ross". The signature is written in a cursive, slightly stylized font.

Chief Executive Officer
Ross Video Limited

Structure and Supply Chains

With headquarters in Iroquois, ON, Ross Video is a global company employing people worldwide. Ross Video designs, manufactures, markets, sells and supports a wide range of innovative products that enable customers



to inform, entertain, and inspire their audiences. Ross Video products, solutions, and services are used to produce news, weather, and sports studio broadcasts, for sports venue presentations, legislative, corporate, and educational assembly media control, entertainment and concert augmentation, and faith-based productions.

Ross products are found in over one hundred countries and are used 24 hours per day, 365 days per year to produce and manage video, audio, data, and assets. With support from legal entities around the world, including RVI (Ross Video, Inc.), RVE (Ross Europe B.V.), RVU (Ross Video (UK) Limited), RVA (Ross Video Australia Pty Ltd), RVS (Ross Video (Singapore) Pte. Ltd.), RVC (Ross Video (China) Ltd), and Ross Video India Private Limited. Ross Video has a worldwide reach with sales office locations throughout Canada, the United States, the European Union, the United Kingdom, China, India, Singapore, and Australia, with more office openings planned in the future.

Relentlessly innovating, the vision of Ross Video is to lead the world in video production solutions by delivering the world's widest range of products and services for augmented reality and virtual sets, mobile and live events, real-time motion graphics, cameras, camera tracking, and camera robotics, workflow management and news, assets and social media, production switchers, routers, and other infrastructure systems, and more.

As a manufacturer of electronic and robotic equipment used in the enablement of live productions, Ross has an extensive and ever-evolving supply chain involving 8,000 unique components manufactured by 540 companies and manufactured in 42 countries. Ross Video deals with large international distributors for many of these parts, while sourcing directly from the manufacturers in other cases. Of the 2025 direct suppliers identified in a risk analysis exercise, 16% resided in the United States, while 10% resided in Canada – see Figure 1 for additional supplier locations.

Distribution of countries across direct suppliers

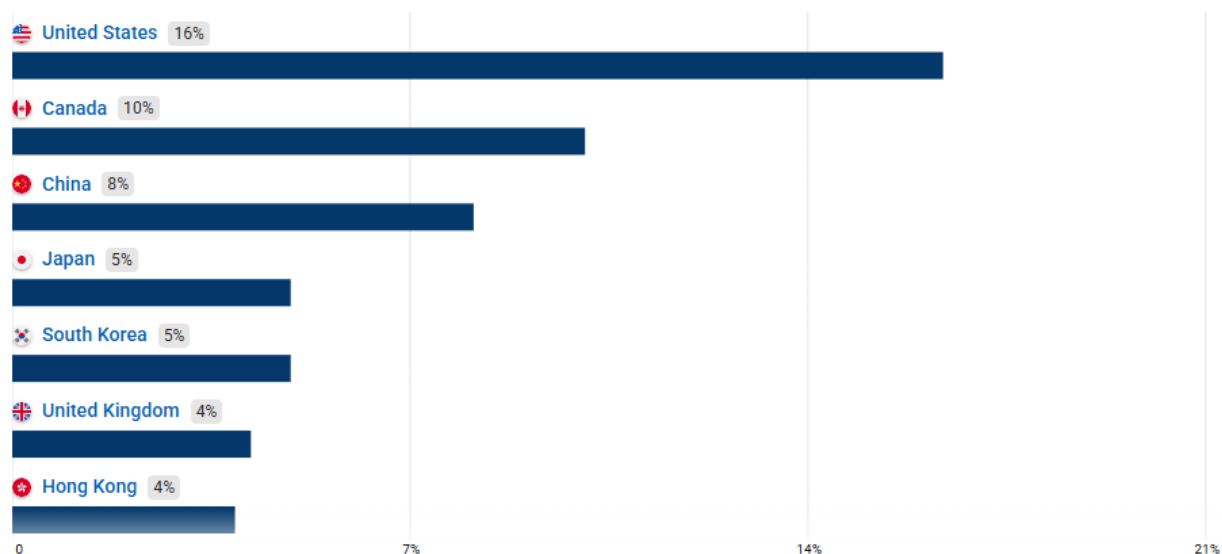


Figure 1

While North America is considered lower risk for forced labour, the goods can originate from geographies deemed to be elevated risk. As seen in Figure 2, the distribution of countries relative to upstream suppliers varies across supply tiers:

Distribution of countries across upstream suppliers

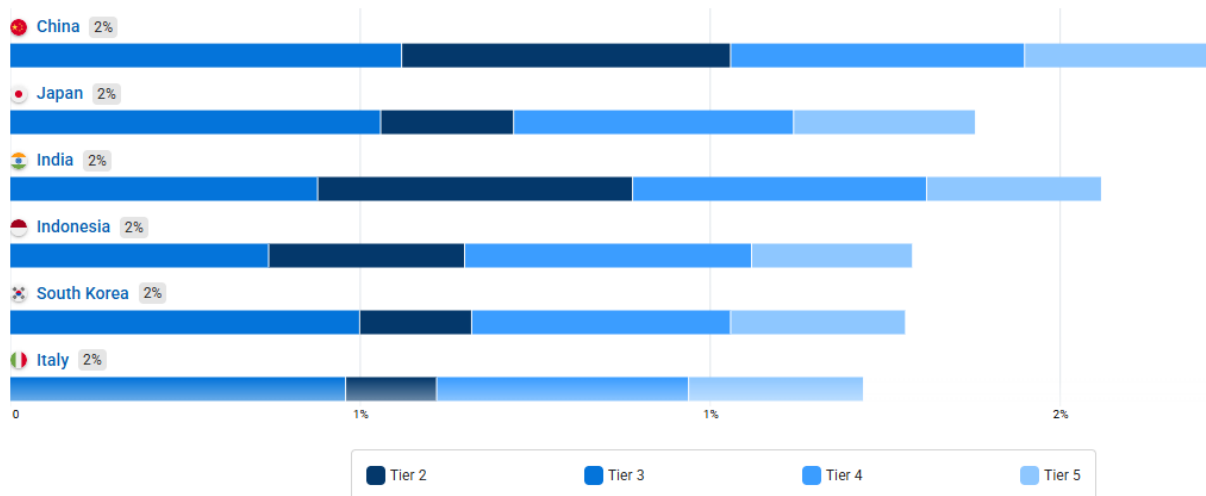


Figure 2

Business and Supply Chain Risks of Forced Labour or Child Labour

From an internal perspective, Ross Video proudly states that the manufacturing of finished goods is completed at HQ located in Iroquois, Ontario. This site fosters a healthy work environment where employee rights and respect are of the utmost importance.

Despite internal efforts, Ross Video acknowledges that due to importing goods primarily in the sector of computer and technological components, the risks of forced labour and child labour entering the supply chain are real. In response, Ross Video employs a Trade Compliance team that monitors the landscape of geopolitics to understand where risks of forced labour and child labour are most prominent. For example, we have screened our tier one supply base to conclude no goods are being sourced from the Xinjiang region in China where risks of forced labour and child labour are high. We continue to work with suppliers to determine if there are any downstream impacts in our supply chain.

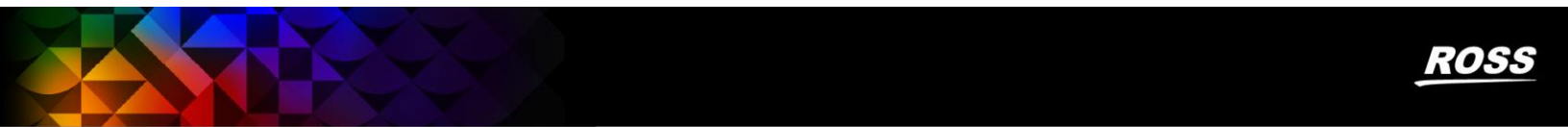
We recognize that supply chain mapping is a key component in preventing risks of forced labour and child labour. The Trade Compliance team has put measures in place that aim to prevent forced labour and child labour from entering our supply chain and how to manage the risks, if detected. All entities Ross Video conducts business with are screened for various global trade compliance regulations, such as sanctions.

Fighting Forced Labour and Child Labour

While Ross Video is confident that no forms of forced labour or child labour are present internally, we acknowledge that there are risks of forced labour and child labour tied to global suppliers.

Ross Video has always followed an ethical approach to its engagement with suppliers. However, since the Act has come into force, Ross Video has taken steps to create a specific approach to fighting forced labour and child labour. This includes the creation of multiple internal documents such as:

- A statement of support signed by the CEO of Ross Video to display the company's commitment to fighting forced and/or child labour, from the top down. See page 3 of this report.
- An overhaul of purchasing terms and conditions that all Ross Video suppliers are required to sign as a prerequisite for doing business. These terms and conditions include a section that states a supplier certifies all goods provided are sourced and produced without the use of forced labour, child labour, or any other form of exploitative labour practices.
- A policy that states our goals and objectives when addressing forced labour and/or child labour. The scope of this policy is aimed at complying specifically with



Canadian regulations and was reviewed and approved by key stakeholders, prior to internal publication within the Ross Video Quality Management System. It includes implementation instructions that set the foundation for Ross Video meeting all requirements of Canadian legislation regarding forced labour and child labour. Finally, the policy states that all Ross Video staff are to fulfill all requirements and contact the Trade Compliance Team should questions or concerns arise.

- A detailed procedure highlighting how Ross Video meets the goals and objectives of the forced labour and/or child labour policy. This procedure was reviewed and approved by key stakeholders at Ross Video prior to internal publication within the Ross Video Quality Management System. As this procedure is available to all Ross Video staff, it contains a section detailing key acronyms and definitions pertinent to risk management of forced labour and child labour. Due to risk management being fundamental to preventing forced labour and child labour, this procedure details the use of our partnered third-party solution to identify risks, collect data, and continuously monitor once corrective action plans have been implemented. Ross Video's partnered third-party solution leverages data intelligence to analyze historical trade activity associated with business partners, enabling the development of risk profiles that inform whether relationships meet acceptable compliance thresholds.

All Ross Video business partners, including suppliers, are screened by the Trade Compliance team with the use of this third-party software tool that identifies banned or high-risk entities due to various trade violations on a global scale. After a supplier has been screened once, their entity name and location are automatically screened every day in search of updates. If a risk update is detected, alerts are sent to the Trade Compliance team via email for further investigation. Supplier screening also relies on manual investigations for adverse media reports that are publicly available.

When considering the steps Ross Video must take to prevent forced labour and child labour from entering the supply chain, the capabilities of the third-party solution are a key component of the following staged approach:

Stage 1 – Supplier Risk Identification

Ross Video identifies suppliers for forced labour and child labour due diligence based on factors including geographical location, operating markets, annual spend, and relevance to Ross Video's supply chain operations. Suppliers operating in higher-risk jurisdictions, industries, or trade corridors are prioritized for enhanced review to ensure due diligence efforts are focused on areas with elevated exposure to forced labour and child labour risks.

Stage 2 – Third Party Risk Analysis

Identified suppliers are assessed using a third-party trade intelligence platform that reviews historical trade activity, shipment records, supply chain relationships, and other publicly available commercial data. This review supports the identification of potential risk indicators, including exposure to high-risk regions, entities, or trade patterns that may suggest elevated forced labour or child labour concerns relevant to Ross Video's operations.

Stage 3 – Supplier Engagement and Due Diligence

Where elevated risks or concerning trade indicators are identified, Ross Video may engage directly with the supplier to obtain clarification, supporting documentation, or additional information regarding sourcing practices and supply chain controls. Based on the information provided, Ross Video evaluates whether further action is required, which may include enhanced monitoring, implementation of corrective measures, or escalation through internal compliance review processes.

Stage 4 – Continuous Monitoring:

Ross Video conducts continuous monitoring of applicable suppliers through ongoing review of trade activity and publicly available intelligence. This enables the identification of changes in supplier risk profiles, emerging trade relationships, or other developments that may warrant reassessment. Continuous monitoring supports Ross Video's ability to evaluate the effectiveness of existing due diligence measures and take timely action where new risks related to forced labour or child labour are identified.

Remediation

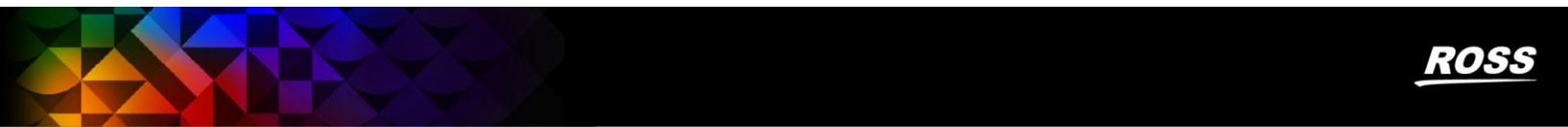
In the event forced labour or child labour is discovered within the Ross Video supply chain, business connections will not be ceased immediately. Ross Video understands that those impacted by forced labour and child labour may be reliant on the income received. As such, Ross Video will attempt to collaborate with the respective supplier and create better working conditions through corrective action plans and on-site audits.

Training

To ensure that applicable stakeholders within Ross Video are up to date on how the risks of forced labour and child labour are managed, Ross Video has created internal training material. Annual reviews of the applicable training material are mandated.

All staff participate in an annual refresher course pertaining to World-Wide Business Ethics and Standards. Most recently updated in 2023, the course states the following:

“As a socially responsible company, Ross Video does not employ child or forced labour in any of its operations, nor do we tolerate physical punishment or abuse of anyone in our



employment. We also expect our customers, suppliers, and other business partners to uphold these same standards. Ross Video seeks to abide by all international laws governing employment and labour standards globally.”

This course also highlights a code of ethics that all Ross Video Staff abide by to promote a healthy work culture. Included in the code of ethics, are the following points:

1. Making inspiring contributions
2. Working with honesty
3. Treating one another with respect
4. Being fully committed

Ross Video staff that are directly involved in the Supply Chain receive more in-depth training relating to the management of forced labour and child labour. This training was first issued at the implementation of Canada’s Fighting Against Forced Labour Act and is re-issued when internal policies and/or procedures undergo changes. Training slides feature a background to the Act and the reporting requirements that come with it. Also included is a summary of Ross Video’s management procedure and the use of our third-party solution. All internal documents related to the prevention of forced labour and child labour are referenced within the PowerPoint slides, with contact information for the Trade Compliance team to ensure questions can be directed to the proper departments at Ross Video.

Program Effectiveness

Ross Video’s assessment of its forced labour and child labour management practices is a continuous cycle. We annually ask suppliers to either join our third-party solution or complete our internal Self-Assessment Questionnaire (SAQ) which requires them to outline their relevant prevention practices for our review. Through this approach, Ross Video demonstrates continuous efforts to identify, monitor, and mitigate the risks of forced and child labour, while proactively promoting ethical labour practices across our supply chain.

Contact Information

Should there be any questions concerning Ross Video's Fighting Against Forced Labour and Child Labour in Supply Chains Report for 2025, please contact:

tradecompliance@rossvideo.com

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<https://www.rossvideo.com/>

This report will be posted on the company website for public viewing and provided to Ross Video's shareholders at the next Annual General Meeting of the company.

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