



Fighting Against Forced Labor and Child Labor in Supply Chains Report 2025

Reporting Year 2025

Probo Medical, LLC ("Probo Medical") together with its subsidiary Probo Medical, Inc. ("Probo Canada") has prepared this joint report ("Report") for the calendar year ended December 31, 2025 (the "Reporting Period") as Probo Canada has a place of business in Canada, does business in Canada, and has assets in Canada. This is the first version of the Report submitted by Probo Medical.

While this Report focuses on goods imported into Canada pursuant to Section 11 of the Fighting Against Forced Labor and Child Labor in Supply Chains Act (the "Act"), Probo Medical, together with its other subsidiaries located in the state of California, France, and the United Kingdom, also acknowledges that it adheres to California's Transparency in Supply Chains Act, France's Duty of Vigilance Act, and the United Kingdom's Modern Slavery Act 2015.

This Report describes the steps taken during the 2025 calendar year to help prevent and reduce the risk that forced labor or child labor in accordance with the mandatory reporting criteria outlined in Sections 11(1) and 11(3) of the Act, in addition to other laws and regulations.

This Report describes our approach to doing business in a way that prevents and reduces the risk of forced or child labor in our supply chain and operations. This Report provides a summary of the following:

- a) Structure, Activities, and Supply Chain
- b) Policies and Due Diligence Processes
- c) Forced Labor and Child Labor Risks
- d) Remediation Measures
- e) Remediation for Financial Loss
- f) Awareness Training
- g) Assessing Effectiveness
- h) Compliance with Laws

A. STRUCTURE, ACTIVITIES, AND SUPPLY CHAIN

Company Structure

Probo Canada, located in Ontario, Canada (Business Number 766928261), is wholly owned by Probo Medical, headquartered in Tampa, Florida, United States. Globally headquartered in the United States, Probo Medical, operating through its various subsidiaries, is a diagnostic imaging and ultrasound equipment distributor delivering high-quality and affordable equipment, service, rental, and repair.



Probo Canada is Probo Medical's sole Canadian subsidiary and is incorporated under the Canada Business Corporations Act. Probo Canada maintains an office in Ontario, Canada, and employs approximately four (4) employees in Canada subject to Canadian employment laws and standards.

Activities

Probo Canada is a purchaser and reseller of products and provides services in the fields of diagnostic imaging and ultrasound. Probo Canada is the Canadian marketing, sales, and equipment acquisition channel for certain Probo Medical products.

Supply Chains

Probo Canada benefits and leverages from Probo Medical's supplier base. Probo Canada sources products and parts from various product and part suppliers. Probo Canada only imports, distributes, and sells a subset of products that are sourced from Probo Medical's larger supplier base.

B. POLICIES AND DUE DILIGENCE PROCESSES

Policies

While we do not currently have policies specifically addressing forced or child labor, Probo Canada follows a company-wide approach to sourcing and assessing its suppliers. The policies mentioned in this Report apply to all subsidiaries of Probo Medical, including Probo Canada.

The policies put in place and followed by Probo Canada are as follows:

- We are committed to identifying, preventing, and mitigating any adverse human rights impacts that may be caused by our activities or business relations with our employees, business partners, suppliers, and the wider community in which we operate.
- We affirm our commitment to not make use of forced, bonded, or child labor.
- We hold suppliers to the highest standards and drive continuous improvement in our supply chain.
- We remain in strict compliance with our Code of Conduct, which sets our standard for integrity.

Due Diligence and Supplier Assessments

Supplier assessments are used to evaluate and analyze potential or existing suppliers based on pre-defined criteria to ensure they meet Probo Medical's needs and expectations. Supplier assessments are documented in a detailed Purchasing Procedure policy led by Probo Medical's Global Quality team. Probo Medical has implemented purchasing and sourcing policies and procedures to ensure purchases are sourced from approved tier-one suppliers and meet all Probo Medical requirements. Supplier performance is continually monitored and re-evaluated on a basis determined to be proportional to the risk associated with the effect of the purchased product or service.



We work with suppliers who are committed to, and demonstrate, responsible business conduct and are prepared to implement a remediation plan if/when needed. If a supplier does not meet Probo Medical's standards, it may result in the supplier being disqualified and removed from our approved supplier list.

Such procedures, detailed in this section, help us to select the best suppliers, monitor their performance, and mitigate risks.

C. FORCED LABOR AND CHILD LABOR RISKS ASSESSMENT

Potential Risks in Operations

We consider the risk of forced or child labor occurring within Probo Canada's operations to be extremely low since the workforce is subject to in-depth policies and procedures, which govern the day-to-day operations and employment relationships. From a geographical risk perspective, Probo Canada employees are limited to Canada, which has a low prevalence of child and forced labor and a low risk of vulnerability to child and forced labor.

At a company-wide level and in accordance with conventions of the International Labor Organization ("ILO"), we do not make use of forced, bonded, or child labor. While pursuing our business objectives, we aim to be a responsible partner in society and to consistently act with integrity.

Potential Risks in Supply Chain

As a subsidiary of Probo Medical, Probo Canada's supply chain directly benefits from the policies and due diligence implemented by Probo Medical. Probo Canada recognizes that the risks of forced or child labor are inherent to all supply chains. Probo Canada relies on Probo Medical's policies and procedures to identify and reduce these risks.

D. REMEDIATION MEASURES

There are no identifiable risks of forced or child labor relating to Probo Canada's operations or supply chains. Accordingly, no steps were required to be taken by Probo Canada in 2025 to remediate child or forced labor.

E. REMEDIATION OF LOSS INCOME

There are no identifiable risks of forced or child labor relating to Probo Canada's operations or supply chains. Accordingly, no steps were required to be taken by Probo Canada in 2025 to remediate any loss of income associated with remediation efforts in Canada.

F. AWARENESS TRAINING

While we do not currently have training programs specifically focused on forced or child labor, we have regular training courses focused on anti-harassment, violence-free workplace, healthcare fraud prevention (anti-bribery and antitrust), cybercrime and security awareness, and various training programs regarding health and safety.



All new employees are required to sign an acknowledgement that they have received and that they are responsible for understanding the expectations as outlined in Probo Medical's Employee Handbook as well as Probo Medical's policies regarding:

- Equal Opportunity Employment
- Paid Leave
- Paid Sick Time
- Unpaid Leave
- Discrimination and Harassment
- Workplace Bullying and Abusive Conduct
- Complaint Procedures
- Drug-Free Workplace
- Workplace Safety
- Workplace Violence and Weapons
- Whistle Blowing
- Alcohol and Drug Policy
- Violence and Harassment
- Overtime

The timing for recertification for these programs is monitored and provided as necessary. Probo Medical provides ongoing training on changes in procedures or requirements and supports all employees seeking continuing professional development.

Health and Safety

We are committed to conducting business in such a way as to preserve the environment and protect the health and safety of our employees and customers. All employees are responsible for following Probo Medical policies and environmental, health, and safety ("EHS") laws and regulations that apply to Probo Medical and/or Probo Canada. Probo Medical has a designated EHS Manager as part of its Global Quality team. Probo Medical's EHS Manager and Global Quality team are responsible for:

- Ensuring compliance with both internal and external EHS requirements.
- Identifying and managing EHS risks.
- Driving continuous improvement.
- Supporting the implementation of any EHS policies and procedures that Probo Medical may have in place.

Employees are responsible for following any and all policies and/or procedures that ensure risk identification, monitoring, mitigation, and/or incident management for any EHS-related matters, business continuity, and/or emergency preparedness.

Anti-Harassment and Fair Employment Practices

We strive to maintain a work environment in which all individuals are treated with respect and dignity. Everyone has the right to work in a professional atmosphere promoting equal employment opportunities and where discriminatory practices, including harassment, are prohibited.



We require each employee to treat all colleagues in a respectful manner and to forge working relationships that are uniformly free of bias, prejudice, and harassment. Probo Medical prohibits discrimination against harassment of any employee on the basis of race, religion, color, gender, pregnancy, national origin, age, citizenship, physical or mental disability, military or covered-veteran status, marital status, family situation, sexual orientation, or any classification protected by applicable laws and/or regulations.

We encourage and expect employees to report harassment or other inappropriate conduct as soon as it occurs. Any employee who is found to have illegally discriminated against another employee is subject to corrective action up to and including termination. No individual will suffer any reprisals or retaliation for making complaints or reporting any incidents or perceived incidents of discrimination or harassment, or for participating in any investigation of incidents or perceived incidents of discrimination or harassment.

Environmental, Social, and Governance

Probo Medical's executive leadership and Board of Directors are responsible for strategy and oversight of company activities in each dimension of environmental, social, and governance ("ESG"). This leadership team also monitors progress and takes corrective action where needed. In addition, a cross-functional project team, comprised of the Chief Executive Officer, the General Counsel, leaders from several business departments, along with a third-party ESG advisory firm, drive ESG initiatives, recommendations, and annual impact measurements and reporting.

Good Ambassadorship

All employees are ambassadors of Probo Medical in both their business and personal lives. While we support the freedom of the employee to pursue life in their own way outside of business hours, employees are encouraged to act in a manner that upholds their good reputation and that of Probo Medical. Employees shall always represent Probo Medical and Probo Canada in a professional manner. Neither the reputation nor the image of Probo Medical shall be jeopardized at any time.

Human Rights

We are committed to identifying, preventing, and mitigating any adverse human rights impacts that may be caused by our activities or business relations with our employees, business partners, suppliers, and the wider community in which we operate. Our commitment extends to our supply chain as well. Probo Canada supports this commitment by performing supplier assessments.

As responsible global citizens, we remain committed to respecting and promoting human rights, which include taking a strong stance against child and forced labor. We will continue to improve our efforts to identify and eliminate any risks of such in our operations and supply chain.

G. ASSESSING EFFECTIVENESS

As we continue to evaluate Probo Canada's compliance measures that are designed to prevent and reduce the risk of forced or child labor, we intend to consider, where appropriate, implementing additional training and measures to assess the effectiveness of



any of our processes. While the risk of any instance of forced or child labor in our supply chain is very low, should an issue be identified, our leadership team will be made aware and appropriate action will be taken.

Probo Canada remains dedicated to the following actions:

- Continuing to work with its suppliers to help them understand and satisfy our expectations.
- Furthering improvements to our supplier assessment and due diligence process.
- Investigating any identifiable risks in our supply chain.

H. COMPLIANCE WITH LAWS

We expect our employees to comply with all applicable laws, rules, and regulations, including but not limited to those regarding employment practices, privacy, human rights, and environmental, health and safety. The following describes certain companywide practices in place today:

- The use of sound judgment based on high ethical principles should serve as a guide concerning acceptable conduct. Compliance in this area is the responsibility of every employee. Every employee is also responsible for promptly reporting suspected violations of this Report.
- An employee should discuss any situation that does not meet the standards set in this Report or in our Code of Conduct with Probo Medical's Human Resources and/or Global Quality team.
- Reported violations will be promptly and thoroughly investigated. All reports will be kept confidential, to the extent practicable, except where disclosure is required to investigate a report or mandated by law. Employees are expected to cooperate fully and truthfully with any investigation made by Probo Medical into reported violations.
- Employees who, in good faith, report actual or suspected violations of this Report or our Code of Conduct involving others will not be subjected to retaliation or reprisals of any kind as a result of their report. If an employee believes that they have been subjected to such retaliation, the employee is encouraged to report the situation as soon as possible to Probo Medical's Human Resources and/or Probo Medical's Global Quality team.
- Failure to comply with this Report or failure to report on any suspected violations of this Report or of our Code of Conduct will result in the appropriate level of corrective action up to and including termination of employment and could result in prosecution by law enforcement authorities and/or serious criminal and civil penalties.

I. BOARD OF DIRECTORS APPROVAL AND ATTESTATION

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. 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.



By:  Date: 2/18/2026

I have the authority to bind Probo Medical, LLC and Probo Medical, Inc.

Mike Dilick

CEO, President, Corporate Officer, & Director