

**ST ENGINEERING IDIRECT TRANSPARENCY IN UK MODERN SLAVERY ACT STATEMENT AND CANADIAN  
FIGHTING AGAINST FORCED LABOR AND CHILD LABOR IN SUPPLY CHAINS ACT**

This statement has been published in accordance with the UK Modern Slavery Act 2015 and the Canadian Fighting Against Forced Labor and Child Labor in Supply Chains Act.

Under the UK Modern Slavery Act 2015 ("UK Act") companies providing goods and services with a total turnover of above £36 million, are obliged to produce a slavery and human trafficking statement for each financial year.

The Canadian Fighting Against Forced Labor and Child Labor in Supply Chains Act was passed in May 2023 and is a disclosure-based statute that requires business entities to report publicly on efforts to prevent and reduce the risk of forced and child labor as well as their policies, training and assessment methods.

Set forth below is information about ST Engineering iDirect's efforts to ensure that our suppliers are not engaging in conduct that could be considered slavery or human trafficking. ST Engineering iDirect includes all of its foreign subsidiaries and affiliates, including ST Engineering iDirect (UK) Limited and VT iDirect Canada Limited. The efforts noted cover the financial year 2025 but may also apply to past endeavors undertaken by STE iDirect, Inc.

We design, develop, market and distribute satellite ground segment systems under proprietary and licensed brand names.

STE iDirect, Inc. is committed to ethical and responsible conduct in all of our operations and respect for the rights of all individuals. We expect that our business partners will share this commitment. We strive to ensure that human rights are upheld for all workers involved in our supply chain, and that individuals experience safe, fair and non-discriminatory working conditions.

We monitor our supply chain to ensure that we are sourcing our products in a socially responsible manner and to ensure that our products are safe and comply with applicable regulations. The Compliance department reports to the Vice President Compliance and is responsible for monitoring social Compliance and product Compliance for our supply chain.

ST Engineering iDirect has a Supplier Code of Conduct ("Supplier Code") that is based upon international labor and human rights standards. The Supplier Code addresses human rights principles and sets standards of workplace conduct for the factories that produce our products. The Supplier Code specifically requires our suppliers and business partners to not use child, forced or involuntary labor. Pursuant to our Supplier Code of Conduct, we expect all vendors and suppliers to comply with the UK Modern Slavery Act 2015 and other applicable laws and practices as referenced within our contracts. STE iDirect, Inc. maintains strong partnerships with its suppliers and they are committed to the same principles and standards of ethics as STE iDirect, Inc.

We provide training on modern slavery to all applicable employees. We will provide further training on modern slavery as appropriate and ensure employees are aware of modern slavery policies.

In addition to the contractual obligation, we may evaluate our supplier's compliance based on our internal supplier evaluation process conducted by ST Engineering iDirect employees or third-party compliance firms.

If we believe that a supplier is failing to live up to the standards of the Supplier Code, we may terminate the supplier or provide the supplier with an opportunity to remedy the non-compliance through the implementation of a corrective action plan. For those suppliers on a corrective action plan, we will work with the supplier as necessary to help them understand the non-compliance and provide advice on how to remedy the non-compliance. We usually conduct a follow-up audit to confirm compliance after the implementation of the corrective action plan. Should the supplier continue to fail to meet our standards, we may seek to eliminate such supplier from our supply chain.

As part of our risk assessment, we require completion of a questionnaire of all potential suppliers. We evaluate the responses and determine if follow-up questions are needed. A supplier's geographic location, nature of its activities and anticipated production output are included in the consideration of the risk of the supplier.

ST Engineering iDirect employees that feel ethical standards in business may have been compromised can call in to a hotline. Follow-up actions will be taken in good faith.

We are not aware of any forced or child labor in our supply chain. In the event of an issue, we would consider our options for remediation, including termination of non-compliant suppliers, and act accordingly.

In addition to Supplier training, our Code of Conduct addresses human trafficking, forced and child labor and expectations and awareness with respect to these topics.

ST Engineering iDirect is committed to upholding human rights in our supply chain. We will update this document to reflect changes in our efforts to comply with global standards.

This statement covers the activities of our financial year ending December 31, 2025. UK Modern Slavery Act

This statement was approved by the Chief Executive Officer on June 4, 2026.



Sridhar Kuppanna, CEO

Canadian Fighting Against Forced Labor and Child Labor in Supply Chains 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 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.

- Full name: Sridhar Kuppanna
- Title: CEO, STE iDirect, Inc.
- Date: June 4, 2026
- I have the authority to bind STE iDirect, Inc. and VT iDirect Canada, Inc.