

Ingénia Technologies, Inc.

Report on Fighting Against Forced Labour and Child Labour In Supply Chains

Reporting Period April 1st, 2023 to February 6th, 2024

1. Entity Information and Prevention of Forced Labour and Child Labour Risks

a. Reporting entity and Reporting Period

Ingénia Technologies, Inc. (the “**Company**”) has prepared this report in accordance with the requirements of the Fighting Against Forced Labour and Child Labour in Supply Chains Act (the “**Act**”).

This report is made for the reporting period April 1st, 2023 to February 6th, 2024.

The Company was acquired by SPX Technologies, Inc. (“SPX”) on February 7, 2024, and as of the date of this report is a subsidiary of SPX. This report outlines the policies that were in place and followed by the Company prior to the acquisition. As of the date of this report, the Company is subject to the SPX Group of Companies policies and procedures, including those that relate to the mitigation of risks of Forced Labour and Child Labour.

b. Steps to Prevent and Reduce the Risks of Forced Labour and Child Labour

The Company is committed to the Canadian government’s efforts to eliminate child labour and forced labour throughout its supply chains.

Details of these measures are set out in this Report.

2. Structure, activities, and supply chains

As of the date of this report, the Company is the Canadian subsidiary of SPX, a supplier of highly engineered products and technologies, holding leadership positions in the HVAC and detection and measurement markets. SPX is incorporated in the state of Delaware, USA and is based in Charlotte, North Carolina, USA. SPX procures a variety of products and services from suppliers around the world. Given the nature and geography of SPX’s business, its supply chain is both extensive and diverse. SPX acknowledges the elevated risk of modern slavery in certain countries of the world.

Prior to the acquisition, and during the reporting period covered by this report, the Company was a subsidiary of Gestion Racan, Inc. (“Gestion”), incorporated under the Canadian business corporation Act, and having a principal place of business in Mirabel, Quebec, Canada.

The Company’s business in Canada includes conception design manufacturing and selling of highly engineered Custom Air Handling Units, components and accessories. Since we have a very limited number of suppliers and that our supply chain consists primarily of American, Canadian, or European companies subjected to equivalent legislation requirements pertaining to fighting Child Labour and Forced Labour in their supply chain, we evaluate our risk as low.

3. Policies

Prior to acquisition and during the reporting period, the Company had a screening verification process of suppliers to ensure their compliance to Human Rights and absence of forced or child Labour in their supply chain legislation.

4. Supply chain and risk assessment and due diligence

Prior to acquisition and during the reporting period, the Company used a screening verification process for its suppliers to ensure their compliance for Human Rights and absence of forced or child labour in their supply chain. The Company process included an assessment of every supplier, first by confirming the country of origin of the product; and then verification if they had Human Rights Policies and or policies against child or forced labour and declaration or reports addressing their compliance. The Company's portfolio had a very low risk level.

5. Training

Prior to acquisition and during the reporting period, the Company promoted Human Rights value, and took a stand on acquiring the required product, valuing acquisition from Quebec and Canada, when possible, if not possible the United States of America and if not possible in those regions than Europe. As previously mentioned post-acquisition, the Company adopted the policies and Code of conduct of the SPX Group of Companies. Further, all employees must complete the training on Human Rights and Child and Forced Labour.

6. Remediation

The Company did not identify any forced labour or child labour practices in our supply chains in the reporting period and therefore did not need to implement measures to remediate such practices or the loss of income resulting from eliminating such practices. If the Company does identify an instance of forced labour or child labour, we will work to develop a process and remediation plan so that the appropriate measures are deployed to provide a remedy.

7. Effectiveness

During the reporting period, the Company did not have policies or procedures in place to measure the effectiveness of its programs. Post acquisition, the Company is part of the SPX Group of Companies. As SPX continues to develop its program to prevent forced labour or child labour risks within the SPX Group of Companies in 2024, we will consider and implement measures to assess the effectiveness of the trainings and processes.

8. Next Steps

The management of SPX Group of Companies, which now includes the Company post-acquisition, takes and will continue to take a zero-tolerance approach to forced labour or child labour and will react accordingly to any transgression by its staff or suppliers. SPX recognises that the risks from forced labour or child labour are constantly evolving. SPX also recognises that efficient methods to identify and address forced labour or child labour will be developed and enhanced. SPX remains focused on maintaining the highest standards of ethical and business integrity across their businesses and supply chains, and will continue to monitor and evaluate such developments. SPX is committed to its code, values and policies and in the coming fiscal year will continue its practice of ensuring that its policies and procedures are fit-for-purpose.

9. Approval

This report has been approved by the Company's Board of Directors by Written Resolutions pursuant to section 11(4)(a)

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 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.

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John Nurkin

Board of Directors of Ingenia Technologies, Inc. &
General Counsel of SPX Technologies, Inc.

Date: May 23, 2024