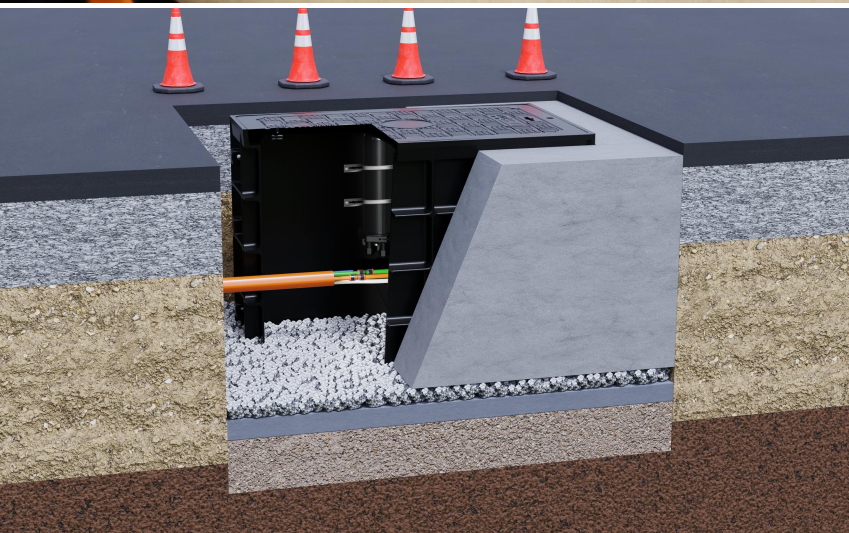


MODERN SLAVERY STATEMENT





MODERN SLAVERY STATEMENT

This statement is made on behalf of FCST Europe Ltd pursuant to section 54 of the UK Modern Slavery Act 2015 (the “Act”), and constitutes our slavery and human trafficking statement for the financial year ending February, 2025.

This statement illustrates our commitment to ensure that all business is conducted according to ethical, professional and legal standards, and to challenge and confront the use of compulsory, trafficked, forced or child labour within our organizations and our supply chains. FCST has a zero tolerance approach to modern slavery and trafficking in persons within its organizations and supply chains and is committed to act ethically and in compliance with its statutory obligations.



STRUCTURE, BUSINESS AND SUPPLY CHAINS

FCST is the manufacturer of fiber blowing solution and it is at the forefront of the FTTX industry. Our mission is to develop the whole fiber blowing solutions to “Faster Networks, Smarter Solutions”. Serving telecommunication passive network constructors with ducting and accessories across over 118 countries from 2 manufacturing sites. Our goal is to work closely with our customers to deliver high quality products and technical support. Especially the microduct connector and telecom manhole chamber have been certificated by TUV(ANSI/SCTE 77) and SGS(ROHS & REACH). We will continue to innovate and contribute more to the construction of the global optical fiber network.

Our supply chain can be classified into two categories; (1) off-the-shelf components for which we buy in major part through our distributors and (2) custom-made components for which we buy directly from the manufacturers.

FCST is committed to operating in a socially responsible way by respecting fundamental social principles, reducing the environmental impact of our economic activities, and applying strong ethical guidelines to our relationships, both with our employees and our partners.

FCST selects business partners who share its values and principles related to business governance, ethics, social responsibility, environmental protection and occupational health and safety. This is embedded in our supply chain management and reflected in our Procurement policies, requirements and principles.

POLICIES

We have various policies in place to combat modern slavery within our supply chains and within our organization, which are available at www.fcst.com. These policies are summarized below:

Policy on Modern Slavery and Combating Trafficking in Persons, and its compliance plan This policy illustrates our commitment to challenge and confront the use of compulsory, trafficked, Forced or Child Labour within our organizations and supply chains.

Agents Code of Conduct

Our Code of conduct reflects our commitment to a culture of honesty, integrity, and accountability, acting ethically and complying with applicable laws and regulations, including the different Modern Slavery Acts, of the countries in which FCST does business or business is conducted on behalf of FCST. Our suppliers, service providers, consultants, distributors, representatives, and any other sales partners are required to conform to our Code of conduct.

RECRUITMENT

Our recruitment practices are transparent and reviewed regularly. We communicate directly with candidates to discuss job opportunities and confirm the details of any offer made. We have procedures in place for vetting new employees, confirming their identities, and that wherever possible they are paid directly into an appropriate, personal bank account. Recruiters are expected to respect the recruitment practices set out in our Policy on Modern Slavery and Trafficking in Persons (the “Policy”), as well as our Combating Trafficking in Persons Compliance Plan, both applicable to the entire FCST Group.

AWARENESS AND TRAINING

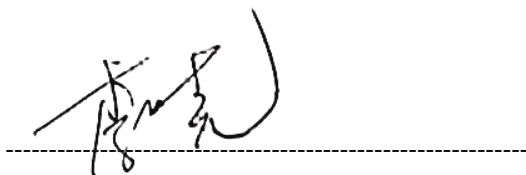
All FCST employees have been informed about both the Policy, including prohibited conduct, consequences of violations, and mechanisms to report suspected violations, by its publication on our intranet and website. Every new FCST employee is being informed of the Policy via a mandatory onboarding training provided upon arrival, in which the employee must read and confirm compliance by signing the Policy. FCST is also currently deploying a training campaign on the subject.

RISK ASSESSMENT AND DUE DILIGENCE

FCST expects that our suppliers and distributors will not tolerate any form of exploitation in any part of their supply chain and of their business. Our purchasing department evaluates and verifies our partner’s compliance to our efforts to prevent modern slavery in our industry. All our distributors, sub-distributors, and suppliers before entering any business with FCST must complete forms which includes to comply with our Agent Code of conduct and with the United Nations Global Compact Principles. Without such commitment, FCST does not engage in a business relationship or permits that distributor, sub-distributor, or supplier to take part in the supply chain in any shape or form.

GOALS

Our efforts to confront and combat modern slavery are ongoing, evolving, and improving continually. FCST's purchasing department is currently reviewing its processes to improve risk assessment, due diligence, and suppliers’ monitoring.

A handwritten signature in black ink, appearing to read 'Tony Lee', is written over a horizontal dashed line.

Tony Lee