



## Modern Slavery and Human Trafficking Statement

Reporting Year 2026

Probo Medical, LLC ("**Probo Medical**"), together with its subsidiary Probo Medical, Ltd. and its affiliates ("**Probo UK**"), has prepared this joint statement ("**Statement**") for the 2025 calendar year (the "**Reporting Period**") in compliance with and pursuant to the United Kingdom's Modern Slavery Act 2015 (the "**Act**")

This statement is made pursuant to Section 54 of the Act and sets out the steps that Probo Medical has taken during the financial year to prevent modern slavery and human trafficking in its business operations and supply chains. This Statement provides a summary of the following:

- a) Structure, Activities, and Supply Chain
- b) Current Policies
- c) Due Diligence Processes
- d) Risk Assessment and Management
- e) Assessing Effectiveness
- f) Awareness Training
- g) Approval and Attestation

### A. STRUCTURE, ACTIVITIES, AND SUPPLY CHAIN

Probo UK is located in Gloucestershire, England and is registered at UK Companies House. Probo UK is wholly owned by Probo Medical, LLC, 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 UK is a purchaser and reseller of products and provides services in the fields of diagnostic imaging and ultrasound. Its supply chains include original equipment manufacturers (OEMs), distributors, and logistics providers.

### B. CURRENT POLICIES

Probo UK follows a company-wide approach to sourcing and assessing its suppliers. The policies mentioned in this Statement apply to all subsidiaries of Probo Medical, including Probo UK. The policies put in place and followed by Probo UK 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.



### **C. DUE DILIGENCE PROCESSES**

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.

### **D. RISK ASSESSMENT AND MANAGEMENT**

#### Risks in Operations

We consider the risk of forced or child labor occurring within Probo UK'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 UK employees are limited to the UK and surrounding areas, 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.

#### Risks in Supply Chain

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

### **E. ASSESSING EFFECTIVENESS**

As we continue to evaluate Probo UK'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 UK 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.

## **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.

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 UK. Probo UK has a designated Health & Safety Manager as part of its Global Quality team.

### 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.

### 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 UK 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 UK 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