

MODERN SLAVERY STATEMENT

Introduction and Scope

This statement is made pursuant to Section 54(1) of the Modern Slavery Act 2015 and covers activities of Vislink Technologies, Inc. (the "Organization" or "Vislink"). It sets out the steps taken during the financial year ended December 31, 2025, to prevent modern slavery and human trafficking within our business operations and supply chains.

Organizational Structure

Vislink's headquarters is in New Jersey, United States of America, with executive, marketing, and business development functions based in the United States, the United Kingdom, and the Netherlands. The Organization also has staff in the United Kingdom, Dubai (UAE), Singapore, and Mexico.

The Board of Directors oversees the Organization's business affairs and monitors management performance in accordance with Vislink's corporate governance principles. The Board does not involve itself in day-to-day operations, but remains informed through discussions with the Chief Executive Officer and other key executives, reviews of reports and materials, and participation in Board and committee meetings.

Vislink's Board currently consists of four (4) members. Directors serve until the next Annual Meeting of Stockholders and until their successors are duly elected and qualified, or until they resign, are removed, or are otherwise unable to fulfill their duties.

Vislink Technologies, Inc. is the parent company of Vislink LLC (which owns 100% of Vislink Ltd, Mobile Viewpoint Corporate B.V., and IQ Video Solutions B.V.) and Vislink Poway LLC.

The Organization develops, manufactures, and sells microwave, fiber optic, surveillance, and wireless communications systems for the Live Production and Mil/Gov sectors. HCAM is a 4K Ultra HD-capable on-camera wireless system designed to cover significant events among our transmitter products. Our flagship receiver product is the Quantum. The Quantum is an ultra-low-latency, waveform-agnostic central receiver that serves as our premier receiver across all market verticals, including MilGov. Features include HEVC quad-signal decoding, seamless geographical coverage, and an IP stream engine with cloud-integration capabilities, supporting OTT and social media platforms. IP Link 3.0 is a studio-transmitter link system that enables broadcasting service platforms to access new monetization opportunities. Vislink's Airborne Video Downlink System (AVDS) is a comprehensive aerial-based video transmission solution that delivers real-time surveillance to enhance law enforcement, emergency, and critical infrastructure operations. It includes an integrated suite of downlink transmitters, receivers, and antennas that capture real-time, reliable, high-definition video from drones, helicopters, and other aircraft for display at command centers, mobile units, and video management systems. AVDS allows an unlimited number of observers to view the video over any network connection, including wired Ethernet, Wi-Fi, IP satellite, and IP cellular. AeroLink is an aircraft-based transmitter unit that provides bi-directional data transmission and is tightly integrated with other elements of the AVDS, including the Quantum and our other central receivers.

Vislink specializes in the wireless capture, delivery, and management of secure, high-quality, live video from the field to the point of usage. The Organization designs and manufactures end-to-end, high-reliability, high-data-rate, long-range wireless video transmission solutions serving the Live Production and Military/Government sectors.

The labor supplied to Vislink in support of its operations is carried out in the United States and the United Kingdom.

Definitions

The Organization considers that modern slavery encompasses the following:

- human trafficking,
- forced labor, through mental or physical threat,
- being owned or controlled through mental or physical abuse or the threat of abuse,
- being dehumanized, treated as a commodity, or being bought or sold as property, and
- being physically constrained or having a restriction placed on freedom of movement.

Commitment

As a leader in its field, the Organization places ethics and corporate responsibility at the heart of its business practices. The Vislink Code of Ethics and Business Conduct serves as the foundation of this commitment, outlining the general rules and values that govern its business operations.

Vislink adheres to the principles of the United Nations Global Compact, encompassing human rights, labor, the environment, and anti-corruption. The Organization also applies the OECD Guidelines for Multinational Enterprises, which cover human rights, labor, environment, anti-bribery and corruption, consumer interests, disclosure, science, technology, innovation, and taxation.

No labor provided to Vislink in the pursuance of the provision of its services is obtained by means of slavery or human trafficking. The Organization complies with, and often exceeds, the minimum standards required by applicable employment laws in the United States, the United Kingdom, the Netherlands, the United Arab Emirates, and Singapore.

Supply Chains

Vislink recognizes its responsibilities in preventing modern slavery and is committed to full compliance with the Modern Slavery Act 2015. The Organization understands that this requires an ongoing review of its internal practices in relation to its labor force and supply chains.

Vislink does not knowingly engage in business with any organization that knowingly supports or is found to involve itself in slavery, servitude, or forced or compulsory labor. The Organization requires its suppliers to support its corporate responsibility policies and uphold the principles outlined in its Code of Ethics and Business Conduct, as well as the United Nations Global Compact and the OECD Guidelines for Multinational Enterprises.

Vislink's suppliers must comply with all applicable labor laws and undertake to apply the principles of the following International Labour Organization (ILO) conventions:

- ILO Convention No. 14, Weekly Rest Periods,
- ILO Conventions No. 29 and No. 105, Prohibition of Forced Labor, and
- ILO Convention No. 182, Prohibition of Child Labor and Minimum Working Age.

Suppliers are also expected to:

- refrain from illegal employment or trafficking of migrant workers,
- promote equal opportunity and non-discrimination,
- provide a safe, healthy working environment,
- support freedom of association and collective bargaining, and
- take responsible measures to limit environmental impact and promote sustainability.

Vislink's primary supply chains are related to the technical components of its equipment manufacturing.

Risk Assessment and Due Diligence

The Organization considers its exposure to slavery and human trafficking to be limited. Nevertheless, Vislink maintains a risk-based due diligence process to ensure ethical conduct within its operations and supply chains. This includes:

- reviewing supplier onboarding and selection processes,
- assessing suppliers in higher-risk regions or sectors, and
- conducting periodic supplier reviews and requesting supporting documentation where necessary.

The Organization has not, to its knowledge, conducted business with any organization found to have engaged in modern slavery.

In accordance with section 54(4) of the Modern Slavery Act 2015, Vislink has taken steps to:

- Require supplier compliance with national and local regulations as a minimum requirement. If the principles laid down by the Organization are stricter than these regulations or the supplier's own code of ethics, Vislink's principles are applicable. When the supplier does not already have policies and procedures in place to ensure compliance with the principles, the supplier agrees to work with Vislink as part of a continuous improvement process to meet the criteria laid down in this statement.
- Ensure that, when dealing with both public officials and representatives of private-sector organizations, Vislink suppliers undertake not to directly or indirectly offer, promise, grant, or solicit any undue payments or advantages with a view to obtaining or retaining contracts or other benefits.
- Monitor suppliers. Should the supplier refuse to implement a mutually agreed-upon improvement program to address non-compliance, Vislink reserves the right to terminate the purchasing contract with the supplier, upon prior written notice, without further obligation to that supplier.
- Ensure that the supplier is responsible for all the consequences of non-compliance by the supplier itself or by any of its own suppliers and subcontractors. As a result, the supplier shall indemnify Vislink against all costs related to non-compliance, including any legal fees incurred by Vislink.

Key Performance Indicators

The Organization has set the following key performance indicators to measure its effectiveness in ensuring modern slavery is not taking place in the Organization or its supply chains.

- Vislink purchasing departments monitor suppliers and help to evaluate their overall performance as part of the supplier approval process and to select suppliers in competitive bidding processes.
- Vislink reserves the right to audit suppliers on each of the principles addressed in this statement.

Policies

Vislink suppliers adhere to the principles of good governance, optimized risk management, and internal control, and communicate clear and reliable information to stakeholders about their financial situation, strategic objectives, and management policies in appropriate forms.

This statement was approved by the Board of Directors of Vislink on November 6, 2025, in accordance with Section 54(1) of the Modern Slavery Act 2015. It will be reviewed annually.

Original Date of approval: May 14, 2019

Approved

By: Ralph E. Faison
Chair of the Board

Date: November 6, 2025

