



MODERN SLAVERY REPORT

For the financial year ended December 30, 2023

This report is made by **12008432 Canada Inc.** and its subsidiaries listed in Annex A to this report (collectively, "**Driven Brands Canada**") pursuant to section 11 of the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (the "**Act**").

Driven Brands Canada is a part of the Driven Brands group of companies. Driven Brands is the largest automotive services company in North America with more than 5,000 branded stores operating across the United States, Canada and twelve other countries. The majority of its stores are operated as franchised businesses, and the remainder are owned and operated by various subsidiaries. This report underlines Driven Brands Canada's commitment to preventing and mitigating risks of forced labour and child labour across its business and supply chain.

Structure and Activities

Driven Brands Canada offers a broad range of automotive services and products, including paint, collision, glass, vehicle repair, oil change and maintenance. The Driven Brands business is conducted through (i) franchised locations operated under independent operator agreements and (ii) directly-owned locations operated by Driven Brands Canada entities. Driven Brands Canada also operates distribution centers where inventory is housed to support its distribution businesses. 12008432 Canada Inc. is the ultimate parent company among Driven Brands Canada entities.

Supply Chain

Driven Brands Canada sells and imports products such as paint, glass, car parts and oil in the operation of its business. Driven Brands Canada requires its franchisees and independent operators to source products either from the Driven Brands group of companies or from approved vendors and suppliers, the majority of which are situated in the United States, Mexico, Canada and China. This helps to ensure the preservation of consistent high-quality products and services within each of Driven Brands Canada's brands. Driven Brands Canada maintains strong relationships with its base of suppliers and closely monitors its supply chain to reduce all types of risks.

Risk Assessment

Driven Brands Canada has assessed the risks of forced labour or child labour within its own operations to be low. Driven Brands Canada's personnel is entirely based in Canada, and Driven Brands Canada has in place fair employment practices which are respectful of workers' rights and in compliance with applicable employment and human rights laws. Driven Brands Canada further contractually requires its franchisees and independent operators to operate in compliance with applicable laws at all times.

Driven Brands Canada recognizes that there may be risks of exposure to forced labour and child labour through its suppliers. It is committed to better understanding such risks in the coming fiscal year.

Policies and Due Diligence

Driven Brands Canada has implemented the Code of Conduct and Ethics adopted by the entire Driven Brands group of companies, which applies to all of directors, officers and employees of any entity of the group. The Code of Conduct and Ethics sets out the fundamental values and standards of ethical business behaviour that Driven Brands Canada expects from its directors, officers and employees with respect to all aspects of its business.

The Code of Conduct and Ethics also includes provisions encouraging reporting of illegal or unethical behaviour. Reports may be made anonymously at Driven Brands' Ethics Line, and Driven Brands will investigate and take all corrective action necessary. The Code of Conduct and Ethics expressly prohibits retaliation against employees for submitting complaints to the Ethics Line.

While improving operational efficiency, Driven Brands Canada will continue to strengthen the processes it has in place to reduce risks related to forced labour and child labour within its operations and supply chains.

Training

All Driven Brands Canada employees have a role to play in upholding the company's high standards of integrity and ethical behaviour. Although Driven Brands Canada does not presently offer formal training programs or materials specifically targeted at the prevention of modern slavery in its supply chain, it is actively considering the development of appropriate training resources.

Remediation Measures

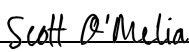
In this reporting period, no instances of forced labour or child labour have been identified in Driven Brands Canada's operations or supply chains, and, as such, no remediation measures have been necessary and no measures could have led to loss of income to the most vulnerable families.

Assessing Effectiveness

Driven Brands Canada regularly reviews its policies and continuously seeks to improve its practices. As it explores and implements further measures to prevent and mitigate modern slavery risks in its operations and supply chains, Driven Brands Canada will monitor and review performance to assess the effectiveness of any actions taken.

Approval

This Report was approved by the Board of Directors of 12008432 Canada Inc. on May 29, 2024 on behalf of the entities listed in Annex A hereto pursuant to subparagraph 11(4)(b)(ii) of the Act.

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Scott O'Melia 8D7C02EDB40D46C...
Director
May 29, 2024

I have the authority to bind 12008432 Canada Inc.

ANNEX A

List of Entities Included in the Report

12008432 Canada Inc.
12038528 Canada Inc.
2373404 Ontario inc.
2559275 Ontario Inc.
Carstar Canada SPV GP Corporation
Carstar Canada SPV LP
Driven Brands Canada Funding Corporation
Driven Brands Canada Shared Services Inc.
Driven Canada Claims Management GP Corporation
Driven Canada Claims Management LP
Driven Canada Fundings HoldCo Corporation
Driven Canada Product Sourcing GP Corporation
Driven Canada Product Sourcing LP
Gauthier Auto Glass Limited
Go Glass Franchisor SPV GP Corporation
Go Glass Franchisor SPV LP
Maaco Canada SPV GP Corporation
Maaco Canada SPV LP
Meineke Canada SPV GP Corporation
Meineke Canada SPV LP
Star Auto Glass Franchisor SPV GP Corporation
Star Auto Glass Franchisor SPV LP
Take 5 Canada SPV GP Corporation
Take 5 Canada SPV LP