



2023 Annual Report on Forced Labour and Child Labour in Supply Chains

This document constitutes the inaugural Annual Report (the “**Report**”) pursuant to section 11 of the Fighting Against Forced Labour and Child Labour in Supply Chains Act (the “*Act*”) and is filed on behalf of the following entities each a member of the AutoIQ corporate group (the “**AutoIQ Group**”):

- Elgin Chrysler Ltd (*dealership*) (“**Elgin**”);
- Ed Learn Ford Lincoln (2017) Ltd. (*dealership*) (“**Ed Learn**”);
- MJS Holdings & Management Inc. (*controlling entity of Elgin and Ed Learn*) (“**MJS**”);
- Maitland Lewis Enterprises Inc. (*dealership*) (“**Maitland**”);
- Maitland Holdings & Management Ltd. (*controlling entity of Maitland*) (“**Maitland Holdings**”);
- Oak-Land Ford Lincoln Sales Limited (*dealership*) (“**Oak Land**”); and
- Oak-Land Holdings & Management Ltd. (*controlling entity of Oak Land*) (“**Oak Land Holdings**”),
(each a “**Reporting Entity**” and collectively, the “**Reporting Entities**”, “**we**”, “**us**” or “**our**”) covering their respective twelve-month financial year ended December 31, 20223 (the “**Reporting Period**”)

This document outlines the policies and procedures that are implemented to prevent and reduce the risk of forced labour and child labour in the Reporting Entities and will be made available on the websites of the four applicable dealerships and at AutoIQ.com.

1. Steps the entity has taken during its previous financial year to prevent and reduce the risk that forced labour or child labour is used at any stage of the production of goods in Canada or elsewhere by the Reporting Entities or of goods imported into Canada by the Reporting Entities:

AutoIQ understands that their primary supply chain partners are extraordinarily complex, involving many tiers of suppliers that directly or indirectly supply raw materials, components, and services from locations across the globe to Stellantis and Ford’s (*jointly “OEM Partners” and each individually an “OEM Partner”*) global facilities. This supply chain complexity frequently prohibits OEM Partners from engaging with each supplier in their supply chains. Nonetheless, each OEM Partner would be involved in communicating their standards in connection with eliminate slavery and human trafficking, and particularly, forced labour and child labour from each OEM Partner’s supply chain.

Additionally, AutoIQ has internal controls in place to ensure that any new employees hired are recruited voluntarily. This takes place at the interview stage, where each candidate is asked very specific screening questions noted under Section 3 of this Report.



2. Organizational Structure, Activities and Supply Chains:

AutoIQ is an umbrella brand under which a group of nine retail automotive dealerships operate.

The services that AutoIQ provides include the sale of new and used vehicles, facilitation of vehicle financing and leasing, vehicle servicing and repairs, and the sale of vehicle parts in Ontario, Canada. The individual dealerships are governed by a Dealer Sales and Service Agreement with the applicable OEM Partner.

As a dealer of new and used vehicles and automotive parts, our supply chain is primarily based on the supply chain of automotive manufacturers. Specifically, as authorized Stellantis or Ford dealers, the majority of the Reporting Entities' procurement spend is with the applicable OEM Partner. Further information on the OEM Partner due diligence measures is publicly available on their respective websites.

We also purchase goods and services from other third-party suppliers. These goods include automotive parts, finance, insurance, & warranty products, and other office/sanitary supplies required to operate a retail automotive dealership.

The employees of the Reporting Entities are all located in Canada.

All activities are conducted in Canada except for vehicles occasionally exported for sale to the United States of America.

3. Policies and due diligence processes related to forced labour and child labour:

AutoIQ is committed to preventing forced labour and child labour by following employment screening procedures for all prospective employees. This includes, but is not limited to, the completion of a job application, questionnaire, resume screening, and enrolling each new employee into an HRIS platform that requires the completion of an employee profile, including personal information.

Furthermore, the questionnaire used in the screening process includes inquiries to ascertain each candidate's eligibility to work in Canada, possession of a valid social insurance number, criminal background check, and driver's license. In cases where candidates appear too young, additional age verification is completed before making a hiring decision.

4. Parts of the Reporting Entities' business and supply chains that carry a risk of forced labour or child labour being used, and the steps that have been taken to assess and manage that risk:

Although we have not yet independently conducted our own risk assessment regarding forced labour and child labour, based on currently available information, we believe that the area of our business that poses the greatest risk of forced or child labour lies within our automotive parts and vehicle supply chain. The vast majority of our supply is from the OEM Partners.



During the Reporting Period, AutoIQ has not independently conducted its own risk assessment regarding forced labour or child labour in its supply chain. As the majority of AutoIQ's supply chain is based on the supply chain of its OEM Partners, AutoIQ relies on the assessment undertaken by the OEM Partners to evaluate the risk of forced labour and child labour.

5. Measures taken to remediate any forced labour or child labour:

During the Reporting Period, AutoIQ has not identified any instances of forced labour or child labour in its supply chain, and so no remediation measures have been taken.

6. Measures taken to remediate the loss of income to the most vulnerable families that result from any measure taken to eliminate the use of forced labour or child labour in its activities and supply chains:

During the Reporting Period, no measures have been taken in this area as AutoIQ has not identified any vulnerable families experiencing a loss of income as a result of actions taken to eliminate forced labour or child labour from its supply chain.

7. Training provided to employees on forced labour and child labour:

As indicated in response under Section 3 of the Report, managers are trained to use a standard screening questionnaire when interviewing candidates. This includes questions to determine whether individuals are eligible to work in Canada and whether they have a valid social insurance number and driver's license. Additionally, a criminal background check is performed. If a candidate appears too young, further investigation of their age may occur before hiring.

8. How we assess our effectiveness in ensuring that forced labour and child labour are not being used in our business and supply chains:

During the Reporting Period, AutoIQ has not taken any action to assess its effectiveness in addressing risks of forced labour and child labour in its activities and supply chains.

To AutoIQ's knowledge, no instances of forced or child labour have been identified within its businesses' operations or supply chain.

We acknowledge that potential vulnerabilities exist within AutoIQ's operations that could be exploited for unethical practices. AutoIQ is committed to continue the monitoring its operations and supply chains to prevent such practices occurring in its business.





9. Approval and Attestation.

This Report was approved by the Director of each of MJS, Maitland Holdings and Oak Holdings pursuant to subparagraph (4)(b)(ii) of section 11 of the Act on May 21, 2024.

In accordance with the requirement of the Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in the Report for the Reporting Entities listed 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 Period.

For clarity, I have provided the above attestation in my capacity as a director of MJS, Maitland Holdings and Oak Holdings and not in my personal capacity.

DATED this 21st day of May 2024

X

A handwritten signature in black ink, appearing to read "Michael Stollery", written over a horizontal line.

I have the authority to bind each of MJS, Maitland Holdings and Oak Holdings

Full name: Michael Stollery

Title: Chairman, of MJS, Maitland Holdings and Oak Holdings