



Forced Labour and Child Labour Reporting- 2023

Introduction

Jushi Holdings Inc. (“Jushi” or the “Company”) operates a multi-state cannabis company developing and operating high-end retail locations, premium brands and state-of-the-art cultivation, processing, and manufacturing facilities. Jushi is a reporting issuer in the United States and Canada and is trading on the Canadian Stock Exchange, under the symbol “JUSH”. Jushi’s corporate office is located at 301 Yamato Road, Suite 3250, Boca Raton, FL 33431.

Jushi, and each of our subsidiaries, is committed to preventing the occurrence of forced labour and child labour in our operations and supply chains. We do not tolerate child labour, forced labour or any other form of slavery.

This report has been prepared pursuant to Section 11 of the Fighting Against Forced Labour and Child Labour in Supply Chains Act (the “Act”) and outlines the action the company has taken during the year ended December 31, 2023, to prevent and reduce the risk of forced labour or child labour occurring in our business.

Jushi is incorporated under the Business Corporations Act (British Columbia), but the Company does not conduct any business or have any employees in Canada and is not subjected to any reporting requirements under supply chain legislation in another jurisdiction.

Our Supply Chains and Measuring Effectiveness

Jushi cultivates, manufactures, and sells cannabis products within multiple states in the United States, in accordance with the cannabis laws of those states. Jushi does not export any goods cultivated or manufactured. As required by state regulations, Jushi only purchases cannabis goods from third parties in the same state that the goods will be sold in. Jushi does not directly import goods from outside of the United States. Due to the nature and location of the Jushi’s operations, the risk of forced labour or child labour practices in our supply chains is low.

As discussed below, Jushi has a reporting procedure in place for employees, officers, and directors. During the 2023 fiscal year, Jushi did not receive any reports related to forced or child labour through its internal reporting system.

Our Policies

Jushi’s Human Resources, Operations, Legal, and Compliance departments work in tandem to ensure the company is operating in compliance with state laws and internal policies. Jushi has various policies such as the Employee Handbook and the Code of Business Conduct and Ethics that promote fair business practices across the company, and all employees, officers, and directors are expected to conform with these policies.

The Code of Business Conduct and Ethics embodies Jushi’s commitment to conduct its business in accordance with all applicable laws, rules, and regulations as well as to the highest ethical standards, industry norms, and industry practices. The Code promotes respect for the human rights of our internal and external partners. Jushi does not tolerate violations of human rights and



is actively seeking to improve human rights in the locations we operate, prevent negative impacts from occurring, and provide a remedy if they ever do occur. Jushi provides for confidential reporting of known or suspected violations of the Code through a toll-free number that is provided to all employees. Reports can also be made to managers, human resources, the Chief Legal Officer, or any member of the company's compliance committee.

Jushi's Employee Handbook contains, but is not limited to, the following Company policies and practices:

- At-Will Employment
- Equal Opportunity Employment
- Sexual and other Unlawful Harassment
- Abusive Conduct
- Open Door Policy

In compliance with state regulations, the age of employees is verified by Jushi through rigorous background checks. Jushi does not employ anyone under the age of eighteen (18) years old.

Employee Training

At this time, Jushi does not offer any training on child labour and forced labour.

Remediation Measures

As Jushi did not identify any instances of forced or child labour in our business operations during the previous fiscal year, no remediation measures were taken.

Approval and Attestation

The Report was approved pursuant to subparagraph 11(4)(a) of the Act by the Board of Directors of Jushi Holdings Inc.

In my capacity as a Director of Jushi Holdings Inc., and not in my personal capacity, I make this attestation in accordance with the requirements of the Act.

In accordance with the requirements of the Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in the Report for the entity or 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 year listed above.

DocuSigned by:

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Name: Bill Wafford

Title: Director and Audit Committee Chair
Jushi Holdings Inc.

Date 5/21/2024 | 9:01 AM PDT

This statement was approved by the Board of Directors of Jushi Holdings Inc., on May 20, 2024, pursuant to subparagraph 11(4)(a) of the Act. In my capacity as a Director of Jushi Holdings Inc. I have the authority to bind Jushi Holdings Inc.