

ANNUAL REPORT CONCERNING THE RISK OR USE OF FORCED LABOUR AND CHILD LABOUR IN SUPPLY CHAINS

Kintetsu World Express (Canada) Inc.

For the Financial Year Ended March 31st, 2024

This annual report (this “**Report**”) on the risk or use of any forced labour or child labour in the business and supply chain of Kintetsu World Express (Canada) Inc. (the “**Company**”) as well as any actions taken by the Company to monitor, assess, mitigate, and remediate the same, as appropriate, is dated as of July 30th, 2024 and is being delivered in respect of the Company’s financial year ended March 31st, 2024 (the “**Reporting Period**”). This Report has been prepared in accordance and compliance with the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (the “**Act**”).

A. Structure, Activities, and Supply Chains

The Company was incorporated on February 5, 1986 under the laws of Canada, and is headquartered in Mississauga, Ontario. The Company does not exercise any direct or indirect control over any other corporation, trust, partnership, or unincorporated organization. The Company is not subject to the reporting requirements under supply chain legislation in any other jurisdiction.

The Company provides supply-chain solutions across electronics, automotive, healthcare, retail, aerospace, food and beverage, materials, and energy markets, including freight forwarding for air and ocean transportation, warehousing, customs brokerage and transportation of products for customers across Canada. The Company is involved in the distribution of goods but does not engage in the production or direct sale of goods.

B. Steps Taken to Prevent and Reduce Risks of Forced Labour and Child Labour

During the Reporting Period, the Company took a number of steps to prevent and reduce the risk of forced labour or child labour being used at any step of the production of goods imported into Canada by the Company, including:

- Gathering information on worker recruitment and maintaining internal controls to ensure that all workers are recruited voluntarily;
- Developing and implementing child protection policies and processes;
- Developing and implementing anti-forced labour and/or -child labour standards, codes of conduct, and/or compliance checklists;
- Developing and implementing grievance mechanisms; and
- Developing and implementing training and awareness materials on forced labour and/or child labour.

The Company has also implemented an internal program and external program (via the KWE Vendor Code of Conduct), which has clear stances against forced labour and child labour. The Company also prohibits any forced labour or child labour in the KWE Group Code of Conduct, which all employees are required to read and sign.

C. Policies and Due Diligence Processes

The Company currently has policies and due diligence processes in place related to forced labour and child labour, including: (i) embedding responsible business conduct into policies and management systems; (ii) identifying and assessing adverse impacts in operations, supply chains and business relationships; (iii) ceasing, preventing or mitigating adverse impacts; and (iv) providing for or cooperating in remediation when appropriate.

The Company has embedded responsible business conduct into its policies and management systems, and has identified and assessed adverse impacts in its operations, supply chains and business relationships.

When adverse impacts have been identified, the Company has ceased, prevented or mitigated such adverse impacts, and has provided for or cooperated in remediation when appropriate.

The Company is fully committed to fair employment practices and to following applicable employment law wherever it has operations. This includes complying with laws that prohibit child or forced labour.

D. Risk of Forced Labour and Child Labour in Activities and/or Supply Chains

During the Reporting Period, the Company initiated the process of identifying which parts of its activities and supply chains carry a risk of forced labour or child labour being used, but the Company has not identified any risks at this point.

E. Remediation of Forced Labour and Child Labour in Activities and/or Supply Chains

During the Reporting Period, the Company did not take any measures to remediate the use of forced labour or child labour in its own operations and supply chains, as the Company did not identify any instances of forced labour or child labour in its activities and supply chains.

F. Remediation of Loss of Income in Most Vulnerable Families

As the Company did not identify the use of forced labour or child labour in its operations and supply chains, the Company did not identify any loss of income to vulnerable families during the Reporting Period resulting from any such measures, and accordingly, did not take any remediation measures.

G. Training on Forced Labour and Child Labour

During the Reporting Period and on an annual basis the Company provides mandatory annual compliance training to all employees, which includes sections dealing with forced labour and child labour.

H. Assessing Effectiveness of Forced Labour and Child Labour Prevention Mechanisms

The Company has policies and procedures in place to assess its effectiveness in ensuring that forced labour and child labour are not being used in its activities and supply chains, including working with suppliers and customers to acknowledge and sign the KWE Vendor Code of Conduct, to certify compliance with laws against forced labour and child labour.

ATTESTATIONS

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 Kintetsu World Express (Canada) Inc. 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.

(signed) "Brian Wood"

Brian Wood

Director

July 30th, 2024

I have authority to bind Kintetsu World Express (Canada) Inc.

Approved by the Board of Directors of Kintetsu World Express (Canada) Inc. this 30th day of July, 2024.

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