

**LANDMARK GLOBAL, INC.
CANADA MODERN SLAVERY REPORT
FISCAL YEAR ENDING
DECEMBER 31, 2023**

SECTION I: IDENTIFYING INFORMATION

In addition to the information contained in our online questionnaire completed as part of our 2024 Report filing process, this report is filed on behalf of Landmark Global, Inc. (“**Landmark**”) for the fiscal year ending December 31, 2023 in accordance with the requirements of Canada’s Fighting Against Forced Labour and Child Labour in Supply Chains Act (the “**Act**”). Landmark is a corporate entity incorporated under the laws of the State of California; its Canadian Business Number is 830071643TE0001. Landmark Global, Inc., headquartered in the United States, is a third-party logistics freight-forwarder, primarily engaged in arranging transportation of freight between shippers, who are its clients and carriers, who are its primary vendors.

The following categorization set out in the Act applies to Landmark:

a. Canadian business presence:

Has a place of business in Canada
Does business in Canada
Has assets in Canada

b. Meets size-related thresholds:

Has at least \$20 million in assets for at least one of its two most recent financial years companywide, including non-Canadian assets
Has generated at least \$40 million in revenue for at least one of its two most recent financial years
Employs an average of at least 250 employees for at least one of its two most recent financial years companywide, including non-Canadian employees

Landmark arranges for the distribution of client’s e-commerce parcels in Canada and elsewhere.

SECTION II ANNUAL REPORT

Landmark’s structure and activities are described in Section I of this Report.

As a third-party logistics provider, Landmark's supply chain is limited and includes primarily the vendors and suppliers who provide us with the materials and equipment we need to support our activities as a service provider.

In light of Landmark's role in the supply chain (primarily as a third-party logistics services provider), Landmark's forced/child labour supply chain risks are considered low and our policies and compliance infrastructure is properly calibrated to our level of risk.

In fiscal year 2023, Landmark has developed and implemented child protection policies and processes to prevent and reduce the risk that forced labour or child labour is used in Landmark's operations. Specifically, in addition to its own Code of Conduct, Landmark is subject to and complies with the Code of Conduct of its parent company (bpost NV van publiek recht / SA de droit public), which specifically addresses and prohibits forced and child labor. In addition, to guard against forced/child labour risks, the company does not hire anyone under the age of 18.

The company is committed to the fight against forced and child labour in supply chains. We will continue to monitor our risk profile and regularly review, and enhance as needed, our policies and practices in this area, in line with recognized best practices.

Landmark has not yet identified parts of its activities and supply chains that carry a risk of forced labour or child labour being used. However, as stated above, in light of our role in the supply chain (primarily as a third-party logistics services provider), our forced/child labour supply chain risks are considered low and our policies and compliance infrastructure is properly calibrated to our level of risk.

To date, Landmark has not identified any forced or child labour in its supply chain and has, therefore, not taken any related remediation measures. Likewise, since we have not taken remediation measures, we have not taken any measures to compensate for loss of income to vulnerable families resulting from measures taken to eliminate the use of forced labour or child labour in our activities and supply chains.

At this time, given our low risk profile for forced or child labour in our supply chain, we have not deployed dedicated training on forced or child labour in supply chains. The company regularly reassesses its risk profile and reviews its policies and compliance infrastructure. As such, our current training practices may change in the future, should we determine that training on forced/child labour risks becomes warranted.

Likewise, given our low risk profile and role in the industry, we have not developed a specific methodology for assessing our effectiveness in ensuring that forced or child labour are not used in Landmark's supply chain.

The company will periodically reassesses its supply chain risks and review its policies and practices for alignment with best practices in our industry.

LANDMARK, INC.
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ATTESTATION

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.

David Beal
SVP of Finance
May 28, 2024

I have the authority to bind Landmark Global, Inc.



Signature