

Certificate on the fight against forced labor and child labor 2023 (Bill S-211)

2023 Annual Report Produced in Compliance with the Supply Chain Act

This annual report (the “**Report**”) is prepared pursuant to paragraph 11 of the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (the “**Supply Chain Act**” or the “**Act**”) and is the inaugural report of the YMCAs of Québec (“**YMCA QC**”) for the 12-month fiscal year ended December 31, 2023 (the “**Reporting Period**”).

1. Structure, business activities and supply chains

YMCA QC is a non-profit organization that was incorporated under the *Companies Act* Part 3 (Quebec) on December 24, 1870, and is headquartered at 1435 Drummond Street Montreal, Quebec, Canada. YMCA QC is a charitable organization dedicated to inspiring and engaging everyone to grow, thrive and contribute to their community. It offers programs online and at more than 30 locations across the province, and operates sports centres, an International Language School, a housing service, daycare centres, day camps and a summer camp.

YMCA QC employs approximately 1,200 people.

As part of its activities, YMCA QC sells various goods, such as beverages and language books for the language classes it provides.

During the reporting period, we did not assess the countries or other sources of the products we sell in our operations or the types of suppliers that make up our supply chains.

2. Measures taken during the reporting period to prevent and mitigate the risk of forced or child labour being used

During the reporting period, we did not take action to prevent and mitigate the risk of forced or child labour being used in our supply chains.

3. Policies, due diligence and controls

Currently, we do not have policies pertaining to forced labour, child labour or human rights in general. We have not implemented due diligence processes or controls with regard to these issues.

However, we intend to develop policies that address these issues so that we can identify and manage potential cases of forced or child labour being used in our operations and supply chains.

4. Risk assessment methodology and evaluation results

During the reporting period, we did not assess the risk of forced and child labour being used in our operations and supply chains. We intend to roll out a compliance program that could include a questionnaire specifically pertaining to the use of forced labour and child labour, which we will first send to our direct suppliers.

5. Risks of forced and child labour being used in our operations and supply chains

To our knowledge, there are no risks of forced or child labour being used in our operations or supply chains during the reporting period. However, we do not have a formal risk assessment process in place at this time. We could put implement a compliance program to address this gap by the end of this fiscal year if the costs of such a program can be funded by our operations.

6. Corrective actions taken during the reporting period

We did not take any corrective action during the reporting period.

7. Corrective action implementation procedures

As we do not have a program in place to verify the use of forced or child labour in our operations and supply chains, we do not currently have procedures for implementing corrective measures.

8. Corrective actions to address income losses in vulnerable families from any action taken to eliminate the use of forced or child labour in our operations and supply chains

We have not taken any corrective action.

9. Our training workshops

At this time, we do not provide training to directors, officers or employees on the use of forced and child labour in our operations and supply chains. In the near future, we expect to offer such training first to our directors and employees in charge of buying.

10. Assessing our effectiveness

During the reporting period, we did not assess the effectiveness of our efforts to prevent and mitigate the risk of forced or child labour being used in our operations and supply chains, and are not planning on doing so until we implement a compliance program.

11. Our consultation and governance process

We have consulted with our external legal advisors in preparing this report. We have no governance processes to prevent and mitigate the risk of forced or child labour being used in our operations and supply chains, other than having the report approved by the board of directors of YMCA QC.

12. Approval

The board of directors of YMCA QC approved this report at its meeting on May 22, 2024, pursuant to paragraph 11(4)(a) of the Act.

13. Confirmation

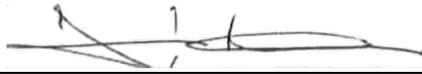
In accordance with the requirements of the Act, and in particular paragraph 11 of said Act, I certify that I have reviewed the information contained in the report for each of the reporting entities listed above. To the best of my knowledge, and after due diligence, I confirm that the information contained in the report is true, accurate and complete in all material respects for the purposes of the Act's application for the aforementioned reporting year.

I certify that I am providing this confirmation on behalf of the board of directors of YMCA QC and not on my own behalf.

Dated May 29, 2024

The YMCAs of Québec

By:



François Tremblay, Chair and member of the
Board of Directors, having the authority to
bind The YMCAs of Québec