

Annual Report on Forced Labour and Child Labour in Supply Chains

This report is made on behalf of Myers Automotive Group (“Company”) which operates seventeen retail automotive dealerships in Ontario, three collision centres locations and a real estate enterprise, as noted below; and outlines the policies and actions taken by the Company during the financial year ending December 31, 2023, to assess, prevent and reduce the risk that forced labour or child labour is used at any step in its operations and supply chains pursuant to the requirements of section 11 of the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (“Act”). This Report constitutes the first report prepared by the Company under the Act.

Reporting Entities

- *Myers Cadillac Chevrolet Buick GMC Inc.*
- *Myers Orleans Chevrolet Buick GMC Inc.*
- *Myers Kanata Chevrolet Buick GMC Inc.*
- *Myers Kemptville Chevrolet Buick GMC Inc.*
- *Myers HY West Inc., dba Myers Barrhaven Hyundai*
- *Myers HY Kanata Inc., dba Myers Kanata Hyundai*
- *Myers Barrhaven T Inc., dba Myers Barrhaven Toyota*
- *Myers Kanata VDUB Inc., dba Myers Kanata Volkswagen*
- *Myers Barrhaven VDUB Inc., dba Myers Barrhaven Volkswagen*
- *Myers Hunt Club VDUB Inc., dba Myers Hunt Club Volkswagen*
- *Myers Manotick Chrysler Dodge Jeep Ram Inc.*
- *Myers Orleans Chrysler Dodge Jeep Ram Inc.*
- *Myers Infiniti Inc., dba Myers Hunt Club Infiniti*
- *Myers Orleans Nissan Inc.*
- *Myers Ottawa Nissan Inc.*
- *Myers Kanata Nissan Inc.*
- *Myers Barrhaven Sub Inc., dba Myers Barrhaven Subaru*
- *Myers Collision Centres Inc.*
- *Zena Investment Corporation*

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 Entity or of goods imported into Canada by the Entity:

The Company has mapped out our supply chains to assess the risk of forced labour and/or child labour in our activities and supply chains.

The Company is a franchise operator in the automotive retail sector, and our Original Equipment Manufacturer partners include General Motors, Hyundai, Volkswagen, Stellantis, Nissan, Infiniti, Toyota, Subaru and Carstar, collectively referred to as the “OEM Partners”. The Company understands that the primary supply chain partners for our OEM Partners are extremely complex, involving many tiers of suppliers that directly or indirectly source raw materials, components and services from locations across the globe to our OEM Partners facilities. Each OEM Partner would be involved in communicating their standards in this legislative process to help mitigate the risk of Forced Labour and Child Labour in their supply chain.

Additionally, the Company has processes in place to ensure that any new employees hired are recruited voluntarily. This takes place at our interview stage, where we gather information on the workers prior to recruitment, and ask very specific screening questions noted below.

2. Organizational Structure, Activities and Supply Chains:

The Company consist of eighteen corporations that are OEM certified dealers operating retail locations in the Ottawa, ON area; selling new and used vehicles, offering vehicle financing options, as well as providing service and parts for vehicle repairs.

Additionally, the Company operates a real estate, rental and leasing enterprise, which manages the automotive retail locations buildings and repairs.

As a certified dealer, our supply chain is primarily based on the supply chains of the Canadian subsidiaries of the following OEM’s: General Motors, Hyundai, Volkswagen, Stellantis, Nissan, Infiniti, Toyota, Subaru and Carstar. Further information on the OEM Partner diligence is publicly available on their websites and in a searchable catalogue on the Public Safety Canada website.

All the Company employees are in Canada.

All business activities are conducted in Canada except for occasional vehicles exported for sale to the United States.

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

The Company 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 our HR system that requires completion of an employee profile, including personal information.

Additionally, the questionnaire used in our screening process includes inquiries to ascertain candidates' eligibility to work in Canada, possession of a valid social insurance number and/or driver's license, and in cases where candidates appear under the legal age to work, we may conduct additional age verification before making a hiring decision.

4. Parts of the entity's business and supply chains that carry a risk of forced labour or child labour being used and the steps it has taken to assess and manage that risk:

The area within the business that poses the greatest risk of forced or child labour lies within our vehicles and parts supply chain, as much of our supply chain is connected to our OEM Partners.

The Company has not independently engaged in its own risk assessment with regards to forced labour or child labour in its supply chain. The Company relies on the assessment undertaken by our OEM Partners with regards to the extent on this risk.

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

The Company has not identified any instances of forced labour or child labour in its supply chain, and so no remediation measures have been taken.

However, should the Company identify any forced labour or child labour, we will take appropriate measures to ensure the issue is addressed.

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

The Company has not identified any instances, where the measures it has implemented to eliminate forced labour or child labour from its supply chain, has led to the loss of income to vulnerable families, and so no remediation measures have been taken to address this issue.

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

The Company provides mandatory training to its Department Managers which includes the use of a standard screening questionnaire when interviewing candidates. The questions help to determine if individuals are eligible to work in Canada or whether they have a valid social insurance number and/or drivers' license. Also, if they appear under the legal age to work, we may further investigate their age as part of the recruitment and hiring process.

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

The Company has not taken any action to assess its effectiveness in addressing the risks of forced labour and child labour in its activities and supply chains.

To the best of the Company's knowledge, no instances of forced or child labor have been identified within our operations or supply chain.

Acknowledging that, potential vulnerabilities within the Company's operations could be exploited for unethical practices, we commit to continuous monitoring of our operations and supply chain to prevent the incorporation of such practices into our business.

Approval of our Report

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



Full name: Geoffrey Publow

Title: CEO

Date: May 31, 2024

"I have the authority to bind the Reporting Entities."