



Statement on the Prevention of Modern Slavery and Human Trafficking for the financial year ended December 31, 2023 ("FY23")

Introduction

This statement has been prepared in accordance with Canada's *Fighting Against Forced Labour and Child Labour in Supply Chains Act*, which came into force on January 1, 2024 (the "Canadian Act"), on behalf of Sport Maska Inc. DBA CCM Hockey ("Sport Maska", "CCM Hockey", "we", "our", or "us"), a Canadian corporation headquartered in Montreal, Québec. This statement outlines the steps we have taken and policies we have in place that are intended to identify and prevent modern slavery, including forced labour, child labour and human trafficking, in our business operations and supply chains and in those of the entities we control.

Our understanding of child labour and forced labour is based on the definitions set out in the Canadian Act and is guided by the United Nations Universal Declaration of Human Rights and the conventions of the International Labour Organisation ("ILO") relating to forced or compulsory labour. CCM Hockey approach is guided by these documents and anchored to the framework set forth in the United Nations Guiding Principles on Business and Human Rights and embodied in our employee policies and Vendor code of conduct.

Our Commitment

At CCM Hockey, we are committed to upholding the highest standards both legally and ethically in all aspects of our operations. We firmly oppose all forms of slavery, including modern slavery, forced labour, child labor, and human trafficking, as they violate the fundamental human rights. Our commitment is unwavering in eliminating any possibility of modern slavery and human trafficking within our business, global supply chains. Leveraging our influence wherever possible, we strive to eliminate any form of slavery, fostering equality and fairness for all.

Moreover, at CCM Hockey, we recognize that diversity, equality, and inclusion (DEI) are essential pillars of an equitable and thriving society. Our commitment is to foster an environment where everyone, feels valued, respected, and empowered. Through deliberate actions and ongoing initiatives, we aim to cultivate a culture that embraces diversity, champions equity, and celebrates inclusion at every level of our organization, with our partners, and communities.

"CCM DEI platform with all brand initiatives working towards making a difference – Change come from movement."

DEI

DIVERSITY, EQUALITY & INCLUSION

RESPECT, EQUALITY AND INCLUSION DON'T SOMETHING WE NEED TO DO, IT'S SOMETHING WE ARE. THROUGH HOCKEY, WE HAVE THE ABILITY TO MAKE A DIFFERENCE AND LET'S TAKE THE TIME WE HAVE THIS OPPORT FOR EVERYONE.



DIVERSITY

CCM values color, age or ethnicity. We stand in being open and sensitive to the fact of inclusion and diversity in sport and control initiatives to show every difference in our representation and through our support.



EQUALITY

Creating equal opportunities for everyone in all aspects of life. We stand by showing the abilities and awareness to access various abilities and underprivileged of individuals when it comes to governing the game and overall.



INCLUSION

Enhancing our sets or characters for people with ability of inclusion. We recognize our ability to build opportunities through our products and as a Company, we are working towards making our brand, services and products more accessible to everyone that wants to play.

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Section 1: Our Structure and Operations

CCM was founded in 1899 as Canada Cycle & Motor Company Limited in Weston, Ontario, Canada. The company, headquartered in Montreal, Quebec, is a leading designer, manufacturer and marketer of hockey equipment and related apparel. Sport Maska "CCM Hockey", is a privately held company, owned by Birch Hill equity partners, a Canadian mid-market equity firm. CCM Hockey possesses full ownership of entities in the United States and Europe, including subsidiaries in Sweden, Finland, Germany, and Norway.

In recent years, CCM Hockey expanded its portfolio by acquiring Step Skating Blades Inc., the maker of STEP Steel high-quality skate blades located in Quebec City and by acquiring Tournament Sports Marketing, Inc., the owner of the Jackson Ultima and Atom brands. Tournament Sports Marketing, headquartered in Cambridge, Ontario, specializes in figure skating boots, blades, and skates through its Jackson Ultima brand.

Over its history extending more than 100 years, CCM has dedicated itself to becoming a leading designer, innovator, and supplier of hockey equipment by offering highly innovative and quality equipment for players of all talents, including top professionals. CCM has had success building its brand equity with consumers and retailers, while developing a best-in-class product offering and a robust pipeline of innovative new products. This accomplishment has been realized through the dedication of our workforce consisting of **450+ employees** globally.

For both of the two most recent financial years, CCM Hockey has met the asset- and revenue-related thresholds of the Canadian Act. As such, CCM Hockey qualifies as an "entity" under the Canadian Act.

As a leading designer, manufacturer, importer and global provider of hockey equipment and related accessories, we are required to report on the steps that our company has taken to prevent and reduce the risk of forced and child labour in our operations and supply chains. This report is CCM Hockey's inaugural report under the Canadian Act.

Section 2: Risks of Forced Labour and Child Labour in CCM Hockey's Operations and Supply Chains

At CCM hockey, our mission is to be the leading brand on and off the ice, by delivering products and outstanding experience to our athletes and partners everywhere, all while putting our employees and communities at the forefront. Our corporate strategy and actions are guided by our mission, ensuring that every initiative is aligned with its principles.

Our People Risk

The overall risk of our operations in Canada, the United States, and Europe contributing to modern slavery is minimal, primarily due to our predominantly skilled and experienced workforce. Furthermore, our factories located in the province of Quebec, manufacturing custom high-end professional hockey products and blades, operate with unionized labor. The unions play a crucial role in protecting employees by advocating for their rights and interests. Additionally, our corporate values, which encompass Authenticity, Empowerment, Teamwork, and Respect, form an integral part of our approach to human rights. They demonstrate our dedication to fostering a workplace environment that is safe, fair, and respectful for all.

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We have a comprehensive suite of corporate Human Resources policies, including policies on equal employment opportunity, diversity, discrimination, harassment, health and safety, conflicts of interest and code of conduct (the "Code"). All these policies are contained in our code of conduct. As part of the employee onboarding process and on an annual basis, our employees are required to acknowledge familiarity with and adherence to the Code. CCM's employees are encouraged to report violations of our policies to their manager, HR or to the legal department. Alternatively, they may report anonymously by using the Company's hotline service either online (www.ccmhockey.ethicspoint.com) or via telephone using the hotline telephone numbers. Furthermore, CCM Hockey complies with applicable labour laws in the jurisdictions in which it conducts operations and does not allow the hiring of individuals who do not have the minimum employment age.

CCM Hockey has not identified any risks of forced or child labour in its activities and operations.

Our Supply Chain Risk

CCM Hockey drives innovation and designs its product portfolio in its Innovation Center in Montreal, whereas the manufacturing is primarily outsourced to third-party suppliers located in Asia, including countries such as China, Vietnam, Cambodia, and Taiwan. Moreover, CCM continues to produce certain custom high-end professional hockey products in our facility in St-Jean, Quebec, Canada.

While we assess the overall risk of forced labor and modern slavery in our operations in Canada, the United States, and Europe to be minimal, we recognize that the risk of such practices is higher in countries where our manufacturing suppliers are located. Consequently, CCM Hockey upholds a zero-tolerance policy against such practices, which has been clearly communicated to all our suppliers.

To prevent and mitigate the risk of forced labor or child labor in any stage of our product production within our supply chain, CCM Hockey has implemented rigorous policies and due diligence processes for supplier qualification. Additionally, we have established clear policies to ensure all suppliers adhere to social compliance standards and regulations. To monitor compliance, external social audits are conducted on an annual basis.

CCM has established a vendor manual encompassing a Social Compliance section. This document serves to outline the policies instituted by CCM Hockey to guarantee that all suppliers adhere to social compliance standards and regulations. Within this section, a subsection is dedicated to detailing the CCM Vendor Code of Conduct.

The CCM's Vendor Code of Conduct outlines the fundamental principles we prioritize when establishing relationships with our suppliers, vendors, and other business partners ("Partners"). We are dedicated to ensuring that these principles are upheld by our Partners across all global locations where our portfolio of brands is manufactured or distributed. We mandate that our Partners adhere to these standards and, in turn, enforce these same standards throughout their respective supply chains.

The overarching principle of the CCM's Vendor Code of Conduct is that Partners must fully adhere to all pertinent legal requirements governing their business activities. Additionally, they must embrace and uphold

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practices that protect human rights, workers' employment rights, safety, and environmental sustainability. The Vendor Code of Conduct encompasses the following guiding principles: Ethical Standards, Employment Practices, Health & Safety, and Environmental Sustainability.

Within the Employment Practices section, CCM places significant emphasis on eight key practices:

- 1- Child Labor
- 2- Forced Labour
- 3- Discrimination
- 4- Harassment and abuse
- 5- Freedom of Association
- 6- Wages and Benefits
- 7- Working Hours
- 8- Recruitment

CCM has additionally incorporated the following controls to prevent and reduce the risk of forced labor or child labor at any stage of goods production:

1. Initial Audit Requirement:

- All primary and selected subcontractor factories situated in high-risk countries or areas, as determined solely by CCM, must successfully undergo an Initial Audit to qualify for production.

2. Factory Audits:

- Every factory is mandated to undergo audits conducted by a third-party auditor appointed by CCM.

Throughout 2023, we conducted over twenty annual audits for factories located in high-risk areas, which included the majority of our key suppliers. CCM Hockey has not identified any risks of forced or child labour in our supply chains or in any of the supply chains of our suppliers.

Section 3: Remediation Measures

Given that CCM Hockey has not identified any instances of child or forced labour in its own supply chains and operations, no steps were undertaken to eliminate the use of forced or child labour. As such, CCM Hockey has not identified any loss of income to the most vulnerable families resulting from any measures taken to eliminate the use of child or forced labour.

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Section 4: CCM Hockey Commitments for 2024

This being our inaugural report on modern slavery, we will continue strengthening our practices as they relate to modern slavery and human rights. We will continue to monitor our supply chain operations in relation to slavery and human trafficking through our stringent qualification process and regular reviews of our suppliers. Additionally, we intend to directly oversee the selection of T2 suppliers, applying the same due diligence processes, qualifications, and audit reviews as with our T1 suppliers.

We are committed to increasing our efforts to assess the effectiveness of measures aimed at preventing the use of forced labor and child labor in our operations and supply chains.

Finally, we are committing to evolving our training programs during 2024 for our employees and introduce the training to our Vendors in the high-risk areas on our obligations and responsibilities to mitigate modern slavery risk in our businesses and supply chains.

Section 5: Signed Attestation

This statement was approved by the Board of Directors of Sport Maska Inc. on May 17, 2024.

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

I have the authority to bind Sport Maska Inc.



John B. MacIntyre
Chairman of the Board of Directors of Sport Maska Inc.