

SCHEDULE A

Fighting Against Forced Labour and Child Labour in Supply Chains Act Annual Report

Trek Bicycle Canada ULC, together with Trek Bicycle Corporation, (collectively, "Trek" or the "Company") are committed to ensuring that Trek's products are manufactured, produced and sold under conditions of employment that respect workers and their rights. Trek does not use, and does not permit the use of, human trafficking or slavery in the manufacture, production and retail of any of its products. Trek's commitment to this extends throughout its supply chain and is reflected in its business practices, supplier and retailer agreements, and auditing processes.

This report is filed on behalf of Trek Bicycle Canada ULC and Trek Bicycle Corporation (collectively, "Trek" or the "Company") for the fiscal year ended December 28, 2024, in accordance with the requirements of the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (the "Act"). This report reflects Trek's commitment to act ethically and with integrity in its operations and business dealings, and describes the measures the Company had in place during the reporting period to prevent and reduce the risk that forced labour or child labour is used at any step of the production of goods produced, imported or distributed by the Company. The term "modern slavery" as used in this report is understood to include forced labour and child labour as defined in the Act.

I. Structure, Activities and Supply Chains

Organizational Structure

Trek Bicycle Canada ULC is a wholly-owned subsidiary of Trek Bicycle Corporation, a U.S.-based, international manufacturer and distributor that sells bicycles and bicycle-related parts, goods and accessories through a network of independent retailers, distributors, and direct-owned stores in countries around the world.

Trek's Supply Chains

Trek manufactures products in North America and Europe and has forged a global supply chain of manufacturing partners and retailers.

II. Policies and Due Diligence Processes

Supplier adherence to Trek's values

Trek has established supplier agreements throughout its supply chain that explicitly require that no violation of any federal, state or local law, statute, rule, regulation, ordinance or order will result from the manufacture, production, sale or shipment of any goods purchased by Trek and that all such goods will comply in all respects with all such laws, rules, regulations, ordinances and orders. While Trek's standard supply agreements have not historically contained express clauses addressing modern slavery, or required that suppliers maintain specific due diligence programs and compliance procedures related to the prevention of forced labour and child labour, Trek is able to terminate its relationship with suppliers, including if there is a modern slavery or human trafficking breach by the supplier. Trek reviews its supplier agreements periodically and will consider enhancements that can be made in future revisions to further clarify the Company's expectations of its suppliers on modern slavery issues.

III. Due Diligence Processes for Slavery and Human Trafficking

Trek routinely audits facilities throughout its supply chain to ensure that suppliers manufacturing Trek products are in compliance with local laws, rules, and regulations governing human rights and other corporate responsibility initiatives and considerations. These audits include specific checks for human

trafficking, modern slavery, forced/child labour, and employees' freedom of association, as well as interviews of randomly selected employees of suppliers to ensure fair treatment and compensation commensurate with local regulations. Trek does not and will not tolerate harassment, abuse, or discrimination in any form in any of its factories or suppliers' factories. This also applies to any department within the business. In addition, Trek has implemented and shared a Supplier Code of Conduct that reinforces Trek's commitment to ensuring that its products are manufactured and distributed in compliance with applicable laws, including but not limited to those relating to forced and child labour.

IV. Training

Trek has conducted training of its employees who are most likely to interact with its supply chain and/or be in a position to identify acts of modern slavery, human trafficking, or any adverse labour conditions. Trek will also engage in periodic refresher training. Such training provides these employees with the ability to identify areas of concern and resources to address any concerns that may arise. In connection with Trek's audits of suppliers, Trek verifies if the supplier has written policies or training addressing slavery and human trafficking and whether the supplier makes these available to employees.

V. Risk Review

Trek regularly evaluates the risks of slavery and human trafficking within its own operations as well as throughout its supply chain. Trek has considered: the roles being performed, the geographic location of the operations, and the type of product being manufactured in regard to potential slavery and human trafficking.

Trek assesses the risk of forced labour and child labour in its own internal manufacturing operations in the United States as low because of the workplace policies and procedures the Company maintains in accordance with applicable local labour and employment laws and human rights standards. With respect to third party products procured by Trek, the Company recognizes that modern slavery risks may be present in our supply chain due to the geographical locations of certain suppliers and the origin of materials utilized in the products we procure from third party vendors whose operations we do not control. Trek acknowledges that, in instances where it does not have full visibility into the upper tiers of our direct vendor's supply chains, additional modern slavery risks may be present including with respect to raw materials utilized in the parts and materials we source. Trek believes that the measures we currently have in place are appropriate to mitigate risk, but we continuously monitor for changes in circumstances that could increase risk and adapt our compliance practices accordingly.

VI. Remediation

During the 2023 reporting period, Trek did not identify any instances of forced or child labour in its activities or supply chains and accordingly did not implement any remediation measures in relation to such issues. Similarly, no specific measures were taken in 2023 to remediate lost income by vulnerable families as a result of forced or child labour. If the company undertakes remediation measures in response to future identified issues, the Company will design these measures appropriately to minimize adverse impacts on vulnerable workers and families.

VII. Trek's Effectiveness in combating Modern Slavery and Human Trafficking

Trek uses the results of its risk reviews and audits to measure how effective it has been to ensure that slavery and human trafficking is not taking place in any part of Trek's business or supply chains. As a result of the risk reviews, audits and Trek's continued efforts to address slavery and human trafficking, Trek believes these risks to be low.

VIII. Summary

The Company is acutely aware of the potential risks and issues around the world and will continue to monitor and act in a transparent manner in this area.

IX. Approval and Attestation

This report was approved by Trek Bicycle Corporation on May 23, 2024.

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.

I have the authority to bind Trek Bicycle Corporation:

Signature: _____

Full name: *Jennifer Naeyer*

Title: *Secretary*

Date: *May 29, 2024*