2024 Report on Forced Labour

by Christie Group Inc.

INTRODUCTION

This report (the "**Report**") is produced by Christie Group Inc. on its own behalf and on behalf of Christie Innomed Inc. (collectively, "**Christie**", the "**Corporation**", "**our**" or "**we**") for the financial year ending October 31, 2024 (the "**Reporting Period**") and describes the steps we have taken to play our part in preventing and reducing the risk of forced labour and child labour in our activities and supply chain.

This Report is prepared pursuant to Canada's *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (the "**Act**").

STEPS WE'VE TAKEN TO PREVENT AND REDUCE THE RISK OF FORCED LABOUR OR CHILD LABOUR

We uphold the highest standards of conduct by maintaining integrity and being accountable for our actions. As such, it is incumbent upon us to actively seek out assurances regarding the absence of forced labour and child labour in the supply chain of products we import to and distribute in Canada.

In terms of steps taken this past year, Christie has:

- Carried out training on our Environmental, Social and Governance policy;
- Reviewed and updated our Code of Ethics;
- Reviewed and updated our Supplier Qualification Questionnaire; and
- Prepared a training program for employees regarding the risks of forced labour and child labour.

OUR STRUCTURE, ACTIVITIES AND SUPPLY CHAINS

Christie Group Inc. and Christie Innomed Inc. are incorporated under the *Canada Business Corporations Act* and have their head offices in Saint-Eustache (Québec) and as well as a strong presence across Canada, including offices in Mississauga (Ontario), Edmonton (Alberta) and Richmond (British Columbia).

Christie develops, distributes, and supports innovative solutions to improve the performance of Canadian healthcare institutions in the areas of medical imaging and information management.

Christie has been building trust-based relationships with the world's largest suppliers of medical imaging equipment and information technology products for more than 70 years. We select complementary products, for most of

which we have exclusive integration and distribution rights on the Canadian market.

In broad terms, most of our suppliers are based in Japan. Additionally, we have suppliers in the United States. Our direct suppliers have their own supply chains, and while we may not have full visibility into their sourcing practices, we know that they may source certain products in regions where there is a higher risk of forced labour or child labour.

OUR POLICIES AND DUE DILIGENCE PROCESSES REGARDING FORCED LABOUR AND CHILD LABOUR

Christie's due diligence processes involve incorporating responsible business conduct into our risk management processes which are described below. As part of our ongoing commitment to human rights, we continue to develop our approach to responsible business conduct.

Environmental, Social and Governance Policy

Our Environmental, Social and Governance policy captures and integrates our objectives as we conduct our business in an ethical and compliant manner, while monitoring sustainability risks and opportunities by reference to our direct or indirect impact of the Corporation's activities on the environment, universal values (e.g., human rights, international labour standards - safety, security, representation, supply chain management, customer health and safety, etc.) and to the way in which the Corporation is managed, administered, and controlled.

Code of Ethics

Our code of ethics reiterates our rules enforcing our corporate values and guiding principles, including the obligations to work according to the best standards while behaving ethically and with integrity.

Supplier Qualification Questionnaire

As part of our Quality Management System (QMS) and our ISO 9001:2015 certification, we evaluate new suppliers as well as conduct periodic assessment of suppliers for an overall sourcing risk assessment. In addition, Christie promotes the selection of suppliers that comply with its values and ethic code, and have in place acceptable practices regarding the following topics:

- Legal compliance,
- International Human Rights and Labour Practices (prohibition of forced labour, prohibition of child labour, non discrimination and

respect of employees, working conditions, health and safety and availability of a grievance mechanism),
- Environmental protection,
- Fair operating practices (prohibition of corruption and bribery, fair competition, anti-trust laws, intellectual property rights, conflicts of interest, data privacy, etc.).

Parts of our activities and supply chains that carry a risk of forced labour or child labour

As a developer, Christie ensures that there is no forced labour or child labour practices. As a distributor and importer, we do not have the same control on the full chain of production. However, through strategic development, Christie has partnered and secured exclusive distribution relationships with market-leading companies who publish annual reports and/or human rights statements and/or global policies with respect to forced labour and child labour. Our risk assessment process has not yet revealed definitive risk areas in our supply chain; however, our risk analysis with continue in 2025 and beyond.

Measures taken to remediate any forced labour or child labour in our activities and supply chains and to remediate loss of income deriving therefrom

At this time, we have not identified any forced labour or child labour in our activities and supply chains. As such, no measures have been taken to remediate any such forced labour or child labour, nor to remediate the loss of income that might have resulted from such measures for affected vulnerable families.

Training provided to employees on forced labour and/or child labour

Christie's employees receive regular training on our policies, as is appropriate for their functions, where applicable. Included in mandatory training for new employees are trainings to review our Environmental, Social and Governance Policy and our Code of Ethics. We have also initiated a targeted training program

to sensitize employees involved in human resources or our relationships with suppliers regarding forced labour and child labour and highlighting the relevant policies and measures established to eliminate the risks of same in our activities and supply chains, which will be rolled out in 2025.

Assessing our effectiveness

Christie has put in place meaningful measures to address the risk of forced labour and child labour in our activities and supply chains. We will continue to work with stakeholders to monitor the risks and determine best practices to assess our effectiveness in preventing and reducing risks of forced labour and child labour in our activities and supply chains.

Approval and Attestation

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 indicated above.

CHRISTIE GROUP INC.

Per: _____

Nicolas Vachon, President
January 31, 2025