

Fender Musical Instruments Corporation
Report Under Canada's *Fighting Against Forced Labour and Child Labour in Supply Chains Act*

Fender Musical Instruments Corporation, and all of its affiliates and subsidiaries ("Fender" or "us" or "we" or "Company") who conduct business into and within Canada, recognize and support the Fighting Against Forced Labour and Child Labour in Supply Chains Act (the "Act"). The Act, which took effect January 1, 2024, requires entities that do business in Canada like Fender to make consumers aware of efforts to detect and eradicate human slavery from their global supply chains.

Fender maintains co-corporate headquarters in Los Angeles, California, and Scottsdale, Arizona. We operate manufacturing facilities in Corona California, and Ensenada, Baja California, Mexico. We have 1,526 employees in the United States.

Fender works with independent third-party manufacturers for the manufacture and supply of many of our products. Together with these businesses and the people who work for them, our supplier teammates, we work as a single global team. Our principal business activities are the development, marketing and distribution of branded musical instruments. Our products are sold worldwide and are used by players at all levels, from youth to professional, around the globe. Our product offerings include guitars, basses, and amplifiers, to name a few.

Fender sources the materials used to make its products from around the globe. Fender manufactures products in the United States and Mexico, and sources products from various countries, including Japan, Indonesia, China, Thailand, Malaysia, and Vietnam, among others.

The Fender Code of Conduct includes provisions on Forced Labor, Compensation, Hours of Work, Child Labor, Nondiscrimination, and Health and Safety. These provisions set forth expectations for the protection of workers and seek to mitigate risks including forced labor/slavery, human trafficking and risks related to our supplier's employment of migrant workers. Suppliers and their employees may report violations of the Fender Code of Conduct directly to Fender using grievance mechanisms, including a hotline mechanism featured in the Fender Code of Conduct that provides an option to report anonymously.

Standard purchase order (PO) terms require all direct suppliers to represent and warrant that products made for and on behalf of Fender, are in compliance with laws prohibiting forced, or child labor, slavery and human trafficking.

Senior supply chain managers in Fender have personally met with some of Fender's most critical OEM partners, to instill ongoing cooperation in Fender's commitment against unlawful labor in its supply chain. Master agreements with these critical OEMs contain prohibitions against child or forced labor.

In territories around the world where Fender does not sell direct and instead relies upon third party distributors, written distributor agreements are used that contain specific provisions against the use of forced or child labor, slavery and human trafficking.

Fender maintains internal accountability standards and procedures for employees failing to meet company standards regarding slavery and trafficking. Fender's Code of Conduct holds personnel accountable for ensuring compliance and ethical standards in Fender's international business.

Although at this time Fender does not conduct independent, unannounced inspections of third-party facilities in its supply chain (in part due to challenges such as visa requirements in territories where Fender conducts business), for scheduled visits to OEM partner facilities in territories with such requirements, Fender now routinely includes unannounced agenda items dealing directly with human slavery detection and prevention. Going forward, Fender is actively seeking opportunities to incorporate independent, unannounced audits into its compliance plan.

Fender is aware of the risks of modern slavery and human trafficking in global supply chains and have been actively monitoring and assessing the potential for adverse human rights impacts of human trafficking, forced labour and bonded labour for many years. We have clear and well-defined policies on human trafficking and slavery, and well-established due diligence processes for our own business and our supply chain. Fender regularly conducts due diligence into its suppliers and third-party manufacturers to assess for risks of modern slavery, including forced or

child labour. Fender has not identified any incidents of forced or child labour in our supply chains. As such, we have taken no related remediation measures. In the unlikely event an incident should arise, we are committed to working with our suppliers and third-party manufacturers to implement appropriate remediation measures.

Fender has previously provided its employees and management, who have direct responsibility for supply chain management, with training on slavery and human trafficking, particularly with respect to seeking to mitigate related risks within the direct suppliers of products. Additionally, Fender expects to provide additional training to employees and management individuals on slavery and human trafficking issues and risks in the future. Finally, with respect to employees who may not be formally trained, we expect to provide materials for their review.

Fender has a zero-tolerance approach to slavery and human trafficking. To ensure all those in our supply chain and our contractors comply with our values, each year we invite all of our suppliers and conduct a presentation regarding the Act and the importance of eradicating human trafficking, forced labour and child labour and we actively engage in preventing, mitigating and, when necessary, remediating issues that are linked to modern slavery and human trafficking.

Fender remains committed to building the world's best musical instruments and accessories, in a way that helps, not hurts the people and communities involved in its business. We welcome your input on this important issue. Written requests from consumers for a copy of this statement, or other information related to the above, may be obtained by emailing us. Responses will be given within 30 days of receiving such request.

APPROVAL & ATTESTATION

In accordance with the requirements of Canada's *Fighting Against Forced Labour and Child Labour in Supply Chains Act*, and in particular section 11 thereof, I attest that I have reviewed the information contained in the report for Fender Musical Instruments Corporation. I attest that the report has been approved by the board of directors of Fender Musical Instruments Corporation and that, based on my knowledge and having exercised reasonable diligence, 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.

Pursuant to the Unanimous consent of the Board of Directors of Fender Musical Instruments Corporation granted at its regular meeting dated March 18, 2025, I have the authority to bind Fender Musical Instruments Corporation.

Signature:	
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Name: Andy Mooney

Title: CEO & Member of the Board of Directors

Date: May 29, 2025