

2024 Annual Report

of

HDA Truck Pride, Inc.

This is the report of HDA Truck Pride, Inc. (the “**HDA Truck Pride**”) for its financial year ended December 31, 2024, prepared pursuant to ss. 11(1) and 11(2)(b) of the *Fighting Against Forced Labour and Child Labour in Supply Chains Act*, S.C. 2023, c. 9 (the “**Act**”).

Structure, activities and supply chains of HDA Truck Pride (s. 11(3)(a)):

HDA Truck Pride is a non-profit cooperative, as defined by Section 1381(a)(2) of the U.S. Internal Revenue code of 1986, primarily for the mutual benefit of its members. The holders of Common Stock (the “**Stockholders**”) are the corporation’s members. Members are distributors of truck parts and supplies and providers of related services.

HDA Truck Pride currently has 37 employees and is organized in departments of product management, business development, technology, marketing, education and finance. The organization is controlled by a board of managers consisting of primarily member company representatives.

HDA Truck Pride is primarily a group purchasing organization that does not take possession of goods with minor exceptions. The primary function is to operate as a central negotiating and payment process for its members. HDA Truck Pride negotiates supply pricing and rebate programs for its members, with many different suppliers. It also performs a centralized billing function for these members and suppliers. HDA Truck Pride only takes possession of a small number of truck parts and distributes them to its members in the United States and Canada. The total value of these goods distributed to Canada was \$0 during the reporting period and is less than \$100,000 annually.

The supply chain for HDA Truck Pride is made up of manufacturers and distributors of commercial vehicle truck parts. With a few exceptions, these manufacturers and distributors are based in the United States and Canada. The supply chain of these companies may include global manufacturing and material sources.

In satisfaction of ss. 11(1) and 11(3)(b) to (g) of the Act:

HDA Truck Pride does not produce or import goods into Canada. Consequently, it has not taken steps to prevent or reduce the risk that forced labour or child labour is used at any step of the production of goods in Canada or elsewhere, nor has it taken steps to prevent or reduce the risk that forced labour or child labour is used at any step of goods imported into Canada.

HDA Truck Pride:

- (a) Does not have policies or due diligence processes in relation to forced labour or child labour;
- (b) Has not identified parts of its business or supply chains that carry a risk of forced labour or child labour being used. It has not taken steps to assess or manage that risk.
- (c) Has not taken any measures to remediate any forced labour or child labour;
- (d) Has not taken any measures 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 their activities and supply chains, since they have not taken any such measures;
- (e) Has not provided training to employees on forced labour and child labour;
- (f) Has not assessed its effectiveness in ensuring that forced labour and child labour are not being used in its business and supply chains.

In accordance with the requirements of the *Fighting Against Forced Labour and Child Labour in Supply Chains Act*, S.C. 2023, c. 9 (the “*Act*”), and in particular section 11 thereof, I attest that I have reviewed the information contained in the annual report for HDA Truck Pride, Inc. for its financial year ended December 31, 2024, prepared pursuant to ss. 11(1) and 11(2)(b) of the Act (the “**2023 Report**”).

Based on my knowledge, and having exercised reasonable diligence, I attest that the information contained in the 2024 Report is true, accurate and complete in all material respects for the purposes of the *Act*, for the 2024 financial reporting year of HDA Pride Truck, Inc. I am signing in my capacity as a director of the corporation and not in my personal capacity.

7/30/2025

Date

Signed by:



Edward Neeley, Chairman of the Board

HDA Truck Pride, Inc.