

## **Annual Report made pursuant to The Fighting Against Forced Labour and Child Labour in Supply Chains Act**

For: I.M.P. Group International Inc., I.M.P. Group Ltd. and Cascade Aerospace Inc.

### **Introduction**

At I.M.P. Group International Inc., I.M.P. Group Ltd. and Cascade Aerospace Inc. (collectively, “IMP”), we are committed to acting ethically and with integrity in business dealings and relationships. We are also committed to promoting compliance with applicable laws and protecting the dignity and rights of people connected to our business. We strive to work closely with our suppliers to ensure their workforce and the workforce of their supply chains are free from child and forced labour.

This is IMP’s second report pursuant to Canada’s *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (S.C. 2023, c. 9), made for its fiscal year ended March 31, 2025. This report outlines the measures we have in place and the efforts we have undertaken to-date to assess and address risks of forced labour and child labour in our business and supply chain. Within our last fiscal year, IMP has continued to enhance its monitoring programs as outlined in this report.

### **Our organisational structure, business operations and supply chains**

Cascade Aerospace Inc. operates in the aerospace and defence industry, and is a subsidiary of I.M.P. Group Ltd.

I.M.P. Group Ltd. is a diversified company, operating in a variety of industries including aerospace & defence, aviation, information services & technology, healthcare, industrial, and hospitality.

I.M.P. Group International Inc. controls I.M.P. Group Ltd.

The businesses and employees of IMP are located in Canada.

Many of IMP’s operations – such as those in aerospace, defence and healthcare - have regulated supply chains. IMP’s business activities include mostly services provided in Canada, but also include the production, importation, and distribution of goods primarily in Canada.

To learn more about our business, please see [www.impgroup.com](http://www.impgroup.com) or [www.cascadeaerospace.com](http://www.cascadeaerospace.com).

### **Our forced labour and child labour risk profile**

We have started the process of assessing our risk profile based on sector and industry risks. All IMP workers are employed in Canada, where there are fair and responsible employment practices in place to protect and promote workers’ rights. We consider the risk of forced labour and child labour taking place within our own operations is low.

That said, we recognise that risks of modern slavery may be present in our supply chain in some of the geographical areas our suppliers operate in, such as the industrial sector, which inherently can carry a higher risk of forced labour and child labour. We are continuing to review supplier risks in parts of our supply chain to identify and improve our understanding of modern slavery risks.

### **Actions taken to combat slavery risks**

IMP continues to assess and manage any risks by maintaining standards of due diligence and risk mitigation processes to monitor for and avoid modern slavery.

### **Our policies and due diligence processes**

Our ***Anti-Forced Labour and Child Labour Policy*** – as well as supporting policies such as our Code of Business Conduct and whistleblower policy - reflects our commitment to identifying and eliminating forced labour and child labour in supply chains.

IMP has amended its standard procurement contracts and terms and conditions to include anti-forced and child labour provisions.

IMP has developed a Supplier Due Diligence Questionnaire and Attestation for use with certain suppliers.

### **Remediation measures**

We have not discovered any instances of forced labour or child labour in our business or supply chains. Therefore, no remediation measures have been necessary.

### **Remediation measures relating to loss of income to the most vulnerable families**

No remediation measures have been necessary; therefore, no remediation measures could have led to loss of income to the most vulnerable families.

### **Training**

IMP has developed educational training targeted at the detection and prevention of modern slavery in our supply chain. This program will be delivered to a key group of employees in the next fiscal year, with possible expansion to others in the coming years. We recognize the potential benefit of educational initiatives and are considering additional options in that regard.

### **Assessing effectiveness**

As we explore and implement further measures to prevent and mitigate forced labour and child labour risks in our operations and supply chains, we will monitor and review performance to assess the effectiveness of any actions taken.

### **Approval**

This report is made in accordance with Section 11 of the *Fighting Against Forced Labour and Child Labour in Supply Chains Act ("the Act")* and constitutes IMP's report for the fiscal year commencing on April 1, 2024 and ending on March 31, 2025. I attest that I have reviewed the information

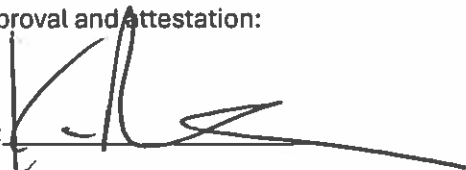
contained in this report for the entities listed above. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in this report is true, accurate and complete in all material respects for the purposes of the Act, for the fiscal year listed above.

I am providing this attestation in my capacity as a director and Chief Executive Officer of I.M.P. Group International Inc. and not in my personal capacity.

This report was approved by the Board of Directors of I.M.P. Group International Inc. pursuant to subparagraph 11(4)(b)(ii) of the Act.

Approval and attestation:

By:



Kirk A. Rowe  
Director/President & CEO  
Date: November 7, 2025

I have the authority to bind I.M.P. Group International Inc.