



FORCED LABOUR & CHILD LABOUR REPORT

LE GROUPE AGRITEX INC.

1176194729

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Introduction

AGRITEX, a consortium of 12 John Deere dealerships across Quebec, provides this report outlining the measures taken during the 2024 fiscal year (from February 1, 2024, to January 31, 2025) to comply with the requirements of the Fighting Against Forced Labour and Child Labour in Supply Chains Act (S-211).

In accordance with our values of integrity, quality, humanity, and commitment, we are dedicated to ensuring that our business practices, HR policies, hiring processes, and partnerships follow ethical standards and demonstrate good faith in preventing and eliminating any risk of forced labour and human trafficking within our supply chains.

Structure and Activities

Le Groupe Agritex Inc. is a Canadian company operating exclusively in the province of Quebec. We sell agricultural, residential, and commercial equipment, offer parts sales, as well as maintenance and repair services. We employ 323 individuals across four main departments: sales, service, parts, and administration.

Our Supply Chain

Our supply chain consists primarily of manufacturers and distributors based in Canada and the United States, specializing in agricultural machinery and replacement parts. As an authorized dealer for one of the world's leading agricultural equipment manufacturers, the majority of our purchases—both by volume and value—come from this primary supplier.

Our supply chain is fully mapped and predominantly based in North America. Our main supplier, John Deere, maintains a rigorous code of ethics and conduct.

In 2024, our active supply chain included:

- 1,368 suppliers in Canada
- 61 in the United States
- 2 in France
- 1 in Austria



Risk Assessment and Identification

We conducted a risk assessment of our supply chain to identify countries, industries, and product types that may present higher risks of forced labour or child labour. Our assessment was guided by reputable sources such as the Global Slavery Index and the Corruption Perceptions Index.

Canada and the United States are generally considered low-risk countries for these issues. However, the risk increases when suppliers source goods or raw materials from higher-risk jurisdictions. To address this, we are adopting a risk-based approach that considers both the country of origin and the industry involved in evaluating our suppliers.

Key Measures in 2024

During the 2024 fiscal year, we:

- Finalized the mapping of our supply chain
- Assessed supplier risk based on location and industry
- Developed and implemented a Policy on Combating Modern Slavery
- Shared our Supplier Code of Conduct with external partners
- Continued to educate and raise awareness among employees, suppliers, and stakeholders about forced labour and child labour
- Reaffirmed the Agritex Code of Conduct as part of our commitment to corporate social responsibility
- Planned internal audits to begin in 2025

We remain committed to fostering transparency and ethical conduct as we continue to grow the company and create sustainable value.



Policies and Risk Mitigation Measures

As our supply chain primarily operates in low-risk regions, our approach to risk mitigation emphasizes shared values and collaboration. Our core guiding documents include:

- Policy on Combating Modern Slavery
- Agritex Code of Conduct
- Supplier Code of Conduct

We rely on the proactive involvement of our employees, suppliers, and stakeholders to identify and mitigate risks of forced and child labour.

Effectiveness Monitoring

We are committed to continuously enhancing our internal processes and strategies as we deepen our understanding of labour risks in global supply chains.

To monitor the effectiveness of our efforts, we will:

- Continuously evaluate compliance with the Act
- Conduct internal risk-based assessments of supplier relationships
- Collect and review supply chain data focusing on higher-risk areas
- Regularly update our policies and codes of conduct
- Ensure all key policies are easily accessible to employees via our intranet

All members of Le Groupe Agritex Inc.—from executives to employees to suppliers—are responsible for upholding this commitment. We strive to maintain an ethical, respectful, and compliant work environment.

Stakeholder engagement and feedback are essential to our pursuit of ongoing improvement and integrity in all areas of our operations.



ATTESTATION

This report was approved by the Board of Directors on May 30, 2025.

In accordance with the requirements of the Act, and specifically Article 11, I attest that I have reviewed the information contained in this report for the entity listed above. To the best of my knowledge, and having exercised reasonable diligence, I confirm that the information in this report is true, accurate, and complete in all material respects for the purposes of the Act for the reporting year.

I have the authority to bind Le Groupe Agritex Inc.

(signed) *Patrick Allard*

Patrick Allard

CEO

Le Groupe Agritex Inc.

May 30th, 2025

Date