

PREVENTING FORCED AND CHILD LABOUR STATEMENT

ARTICLE 1: INTRODUCTION

- 1.1 Legend Fleet Solutions Inc. ("**Legend**") is committed to acting ethically and with integrity in our business and our supply chains, and protecting the dignity and human rights of all people connected to our business. We seek to source products responsibly and strive to work closely with our vendors and suppliers to ensure these objectives are implemented and maintained in their workforce and their supply chains.
- 1.2 This is Legend's second modern anti-forced labour statement made pursuant to Canada's *Fighting Against Forced Labour and Child Labour in Supply Chains Act*, S.C. 2023, c. 9 (the "**Act**"). This statement will be reviewed and, if necessary, revised annually.
- 1.3 Legend realizes that it cannot single-handedly stop forced and child labour globally, but we do acknowledge that preventing forced and child labour within our supply chains is an important step in the long process of halting the practices of modern slavery worldwide.
- 1.4 This statement outlines the measures Legend has in place and the efforts we have implemented to assess and address risks of forced and child labour in our business.

ARTICLE 2: LEGEND'S STRUCTURE AND ACTIVITIES

- 2.1 Legend is a corporation with a financial reporting year ending on December 31st each year. Its business number is 85712 3145. Legend is a producer and distributor of parts and accessories in the automotive industry.
- 2.2 In 2024, we employed 110 people located primarily in Canada. Legend also engages the services of foreign staffing agencies who provide the services of skilled workers in the following countries: Philippines (3 individuals); Brazil (1 individual); and Mexico (4 individuals).
- 2.3 We have business operations primarily in Canada.
- 2.4 Our activities include producing and selling van uplift parts and accessories. To manufacture such goods, we source materials from suppliers primarily located in the United States, Italy, France, Vietnam, UK, and Netherlands.
- 2.5 To learn more about Legend, please see <https://www.legendsoftheroad.com/>

ARTICLE 3: OUR POLICIES

- 3.1 Legend continues to consider ways in which our internal policies can reflect our commitment to implementing and maintaining processes to prevent forced and child labour from taking place in our business. Legend continues consulting with its professional advisors to develop a plan to ensure compliance with the Act.

ARTICLE 4: OUR DUE DILIGENCE PROCESSES

- 4.1 Legend continually assesses our employment practices to ensure that we meet employment standards in the locations we employ employees. We regularly consult with

our professional advisors to ensure our employees are treated fairly and compensated appropriately.

- 4.2 Legend believes that best way to map supplier risk is to maintain an open line of dialogue with our suppliers, rather than sending out impersonal surveys and questionnaires, which can be ignored or viewed as impersonal. Through these supplier discussions, we continue to collect relevant information which we use in our risk assessment. We recognize that it is still early stages in this process and we intend to continue refining our due diligence processes.

ARTICLE 5: ASSESSMENT OF RISK OF FORCED OR CHILD LABOUR

- 5.1 Within Legend's business operations, we have assessed a low level of risk of forced labour based on the following risk criteria:
- (a) **Country risk:** The Global Slavery Index describes the countries in which forced or child labour is most prevalent.
 - (b) **Sector or industry risk:** Certain sectors have a higher risk of forced or child labour.
 - (c) **Business or transaction risk:** Certain business relationships or transactions have a higher risk of forced or child labour.
 - (d) **Materials Risk:** Certain materials have a higher risk of forced or child labour.
- 5.2 Legend employees are located primarily in jurisdictions with strong labour laws. For the contractors provided by foreign placement agencies noted above in Section 2.1, we acknowledge that some of these jurisdictions may have lower labour standards than Canada. However, we engage the services of skilled workers in these jurisdictions and seek to do business only with reputable service providers with similar values to ours. Moreover, the skilled staff we engage do not directly produce any goods. As such, we perceive the risk of forced labour to be low.
- 5.3 Legend hires primarily skilled workers and professionals. Under no circumstances do we hire anyone or knowingly permit anyone to be hired on our behalf who is unpaid, underage, or subjected to oppressive working conditions.
- 5.4 Legend believes that risk of forced or child labour is low in our business areas, for the following reasons:
- (a) Legend deals primarily with suppliers located in countries with labour laws similar to Canada, in which forced labour and child labour is prohibited;
 - (b) Legend engages in supplier vetting to ensure supplier practices align with our values;
 - (c) Legend distributes goods primarily through Canada, the United States, United Kingdom and the European Union;
 - (d) Legend sources raw materials from countries with labour laws similar to Canada, in which forced labour and child labour is prohibited.

- (e) Legend does not operate in an industry identified in the Global Slavery Index as high risk for forced labour, such as the garment industry or industries with little government oversight.

5.5 Legend recognizes that its suppliers also employ workers. Since Legend does not employ such workers, we have less control and visibility over their working conditions and employment terms. Legend recognizes that its suppliers also have suppliers, some of which may be located in higher risk countries. Since Legend does not directly engage with such suppliers, we have less control and visibility over their practices and policies in respect of forced labour. However, we continue to tailor our risk management actions to address those risks. Moreover, we will consider further efforts to classify our supplier risks to identify and prevent forced and child labour.

ARTICLE 6: ACTIONS TAKEN TO COMBAT THE RISK OF FORCED OR CHILD LABOUR:

- 6.1 Building on the policies and procedures we currently have in place, Legend is developing strategies in order to:
- (a) assess and further its understanding in the areas of potential risk for forced and child labour in our business;
 - (b) monitor such potential risk areas; and
 - (c) reduce or mitigate such risks.
- 6.2 Legend additionally seeks to only do business with suppliers that have ethical business practices, including those related to human rights. Legend will consider implementing appropriate contractual obligations, including, but not limited to, compliance with Legend's Code of Conduct and audit provisions.

ARTICLE 7: EMPLOYEE TRAINING

- 7.1 Legend continues to engage our professional advisors and internal human resources staff to develop ways to refine our employee onboarding and training procedures in order to make our employees aware, knowledgeable, and capable of reporting the risks of forced or child labour in our business.

ARTICLE 8: MEASURES TAKEN TO REMEDIATE:

- 8.1 As of the date of this statement, Legend has not identified any instances of forced or child labour in our business. Therefore, we have not been required to take remedial measures.

ARTICLE 9: ASSESSING EFFECTIVENESS

- 9.1 Legend continues to consider how best to assess the effectiveness of its actions in preventing and reducing risks of forced and child labour in our business. As Legend has not identified any instances of forced labour in our business, this task may involve reference to industry and global trends, which Legend continues to monitor.

ARTICLE 10: APPROVAL OF THE STATEMENT

- 10.1 This statement is made in accordance with Section 11 of the Supply Chains Act and represents Legend's statement for the financial year ending on December 31, 2024.

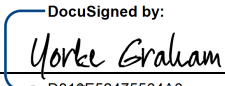
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- 10.2 This statement was approved by the Board of Directors of Legend Fleet Solutions Inc. pursuant to Paragraph 11(4)(a) of the Supply Chains Act on May 31, 2026.
- 10.3 In accordance with the requirements of the Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in the report for the entity or entities listed above. 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 listed above.

[Signature Page Follows]

DATED 31 May 2026

LEGEND FLEET SOLUTIONS INC.

DocuSigned by:
Per: 
Name: **Yorke Graham**
Title: **President & CEO**
I have the authority to bind the corporation