

## MODERN SLAVERY REPORT 2024

At cellcentric Fuel Cell Canada Inc. (“**cellcentric Canada**”), we are committed to preventing and reducing the risk of forced labour and child labour in our operations and supply chains.

This report is made pursuant to the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (the “**Supply Chains Act**”) on behalf of cellcentric Canada, for the fiscal year ended December 31, 2024 (the “**Reporting Period**”).

### Structure, Operations, and Supply Chains

cellcentric Canada is the subsidiary of cellcentric GmbH & Co. KG, a German company located in Kirchheim/Teck near Stuttgart.

The cellcentric site in Canada is responsible for certain aspects of the development and production of fuel cell stacks and therefore plays an important role in fuel cell production. The fuel cell stack is the heart of a fuel cell unit. Several fuel cells are arranged in a row to form a stack of cells. By connecting the individual cells in series, the power output of the stack can be varied and adjusted according to the requirements. The finished fuel cell stacks are then integrated into other system components in Germany, at cellcentric’s locations in the Stuttgart region, and assembled into the finished fuel cell units.

Supply Chain and purchasing is managed as a global group, and cellcentric Canada benefits from the larger German organization which helps to select suppliers, perform risk mitigation and to negotiate supply contracts. The only customer of products of cellcentric Canada is cellcentric GmbH & Co. KG.

During 2024, cellcentric Canada’s supply base for direct materials and services included an estimated 31 active suppliers providing a range of goods and services located in the following regions:

Region	# of Suppliers	% of Total Spend
Europe	8	71.4
Canada	14	2.1
USA	7	0.2
Asia	2	26.3
Others	0	0

### Risks and Steps Taken to Assess and Manage Risks

Within cellcentric Canada’s own operations, the risks of forced labour or child labour are low, because all of our employees are located in Canada, and are largely very skilled professionals or para-professionals with a considerable level of scientific or technical training.

We recognize, however, that we may be exposed to risks of forced labour or child labour through our suppliers and suppliers’ suppliers, as we have no complete visibility over the conditions of employment of workers in our supply chain.

### Policies and Due Diligence Processes

The cellcentric Group has enacted a globally applicable “cellcentric Code of Conduct” which also covers aspects of human rights. It states explicitly (in Sec. 5.1): “The cellcentric Group does not tolerate any forms of modern slavery, including forced, bonded or compulsory labor, or human trafficking. We respect children’s right to personal development and education, and we do not use child labor.”

Further, Section 7 starts out with the following: “We orient and align our activities and decisions to the ethical guidelines and principles that can be found in the UN Global Compact, the OECD Guidelines for Multinational Enterprises and the Universal Declaration of Human Rights of the United Nations. cellcentric respects the internationally recognized human rights and bases its actions on the United Nations Guiding Principles on Business and Human Rights. We place special importance on the rights stated in the International Bill of Human Rights and the core labour standards of the International Labour Organization (ILO).

We expect the same of our business partners. Depending on the specific risk, we conduct in-depth checks on our business partners before entering into any contracts. The employees responsible for choosing the business partners are obligated to screen them to the extent allowed by law using a transparent selection process. This process ensures that potential business partners fulfil the requirements and standards of this cellcentric Code of Conduct. Even after entering into contracts, we expect our business partners to comply with these requirements. They undertake to base their actions on these values and continuously reflect upon them.”

The supplier screening and vetting process is performed by the unit “Purchasing, After-Sales & Supplier Quality” in Germany, also using IT-based tools.

We seek to do business with suppliers that have similar ethics as us and that uphold moral business practices, including those related to human rights.

Additionally, the contractual obligations and representations and warranties negotiated into our agreements with suppliers enforce our suppliers’ commitments to compliance with all applicable laws.

As a grievance mechanism, cellcentric has set up a so-called “Compliance Hotline”. It is an early warning system to reduce risks. It is an important tool to foster high ethical standards and maintaining customer and public confidence in us. The Compliance Hotline is provided by an external partner WhistleB, Whistleblowing Centre. Reports may also be made in anonymity. The communication channel is encrypted and password-protected. All messages are processed in confidence.

## **Training**

cellcentric Canada does not presently offer formal training programs or materials specifically targeted at the prevention of modern slavery.

## **Remediation Measures**

During the Reporting Period, we have not identified any instances of forced labour or child labour in our business or supply chains. As such, no remediation measures were necessary.

## **Remediation Measures Related to Loss of Income**

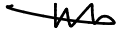
During the Reporting Period, we have not identified any loss of income to the most vulnerable families that resulted from any measure taken to eliminate the use of forced labour or child labour. As such, no remediation measures were necessary.

## **Assessing Effectiveness**

cellcentric Canada does not currently assess the effectiveness of our actions in preventing and reducing risks of modern slavery in our operations and supply chain. As we continue our efforts to prevent and mitigate modern slavery risks in our operations and supply chains, we will refine our processes and explore assessment methods as needed to monitor and review our performance.

## Approval

This Report was approved by the Board of Directors of cellcentric Fuel Cell Canada Inc. pursuant to paragraph 11(4)(a) of the Supply Chains Act on October 10, 2025



Robert Esterer (Oct 15, 2025 09:06:51 PDT)

cellcentric Fuel Cell Canada Inc Board of Directors

Robert Esterer

*I have the authority to bind the Corporation.*

# Modern Slavery Report - cellcentric 2024 (FINAL)

Final Audit Report

2025-10-15

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