

Rogers' Report on Fighting Against Forced Labour and Child Labour

About Rogers

Ted Rogers founded our company 65 years ago with one small loan and one big dream. He believed in the power of communication to inform, to inspire, and to innovate. Driven to honour his father's legacy, he purchased his very first radio station, CHFI, at the age of 27. From these humble beginnings, we've grown into Canada's communications and entertainment company - because the relentless drive of one turned into the relentless drive of many. Each and every day, we're driven to enhance and enrich the lives of Canadians.

As Canada's communications and entertainment company, we are focused on shaping the future of connectivity, sports and entertainment for Canadians. We are a strong national company investing in Canada and are committed to embedding sustainable practices in how we do business.

We are committed to developing innovative products and services that meet the needs of Canadians while generating positive impacts in our communities. Our Procurement and Supply Chain (PSC) team works to advance responsible

sourcing by further embedding sustainability and social impact (SSI) rigour into our sourcing practices and governance frameworks.

Among a range of SSI matters that it addresses, our Supplier Code of Conduct outlines the ethical conduct and labour standards we expect from our partners, and includes a prohibition on the use of forced labour and child labour, mandates adherence to wage and workweek regulations, and aligns with international human rights standards, including the Universal Declaration of Human Rights and the UN Guiding Principles on Business and Human Rights. These principles continue to guide our approach to identifying and mitigating human rights risks across our supply chain. In doing so, we identify geographies, materials, and potential suppliers at risk, and implement strategies to leverage and remedy these risks. To support this work, we conduct annual Ethical Procurement Practices (EPP) survey monitoring, hold regular business reviews, and leverage a dedicated third-party risk monitoring tool.

About this Report

This is the third annual report (Report), under the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (the Act), of Rogers Communications Inc. (RCI) and the following RCI subsidiaries (Subsidiaries), each of which is a reporting entity under the Act:

Rogers Communications Canada Inc.

Shaw Cablesystems Inc.

Rogers Media Inc.

Rogers Blue Jays Baseball Partnership

Rogers Stadium Limited Partnership

Rogers Bank

This Report has been prepared and presented to the Minister of Public Safety and Emergency Preparedness pursuant to the requirements set out in the Act. The scope of this Report relates to the operations and supply chain of RCI and the Subsidiaries, which collectively are referred to in this Report as "we", "us", "our", "Rogers", and "the Company".

This Report describes the steps the Company took during the financial year ended December 31, 2025 to prevent and reduce the risk that forced labour or child labour was used at any step of the production of goods in Canada or elsewhere by the Company or of goods imported into Canada by the Company, and includes other information required by the Act.

This Report has been reviewed by management and approved by the RCI Board of Directors (RCI Board).

Understanding our business structure and activities

RCI's shares are publicly traded on the Toronto Stock Exchange (TSX: RCI.A and RCI.B) and on the New York Stock Exchange (NYSE: RCI). RCI controls, directly or indirectly, the Subsidiaries. We report our results of operations in three reportable segments - Wireless, Cable, and Media. A full description of our business can be found in our 2025 Annual Report, at <https://about.rogers.com/investor-relations/>.

Wireless

We were the largest provider of wireless communication services in Canada as at December 31, 2025. We are a Canadian leader in delivering a range of innovative wireless network technologies and services, and provide consumers and businesses with the latest wireless devices, services, and applications.

Cable

We are the largest cable service provider in Canada. Our cable network provides an innovative and leading selection of high-speed broadband Internet access, Internet protocol-based (IP) television, applications, online viewing, phone, home monitoring, and advanced home WiFi services to consumers across Canada. We also provide services to businesses across Canada that aim to meet the increasing needs of today's critical business applications.

Media

We provide services in sports media and entertainment, television and radio broadcasting, multi-platform shopping experiences, and digital media. In Sports Media and Entertainment, we own the Toronto Blue Jays, Canada's only Major League Baseball team, and the Rogers Centre event venue, which hosts the Toronto Blue Jays home games, concerts, trade shows, and special events. We also have a controlling 75% ownership interest in Maple Leaf Sports and Entertainment (MLSE), which owns the Toronto Maple Leafs, Toronto Raptors, Toronto FC, the Toronto Argonauts, various minor league teams, and associated real estate holdings, such as Scotiabank Arena. MLSE is filing a separate report pursuant to the Act.

Our goods supply chain

We have supplier arrangements with third parties to provide various goods to our business operations and customers. These include, but are not limited to, network equipment, wireless devices, customer-premises equipment, and consumer goods.

Steps taken in last financial year to reduce the risk

During the financial year ended December 31, 2025, the Company took the following steps to prevent and reduce the risk that forced labour or child labour was used at any step of the production of goods in Canada or elsewhere by the Company, or of the production of goods imported into Canada by the Company:

- We further enhanced our annual online training ("Working with Suppliers" and third-party risk training modules, which are evaluated) for approximately 1,600 employees in supply chain procurement and other roles who frequently engage suppliers or supplier relationships, and also provided additional in-person, interactive training for specific business groups - with the objective of supporting continuous improvement in employees' capacity to identify and respond to possible risks of forced labour and child labour in the supply chain;
- We engaged a robust, third party supplier risk platform with risk monitoring and alerting that augments the Company's awareness of, and ability to respond to, supplier-specific risks associated with the use of forced labour and child labour. The platform supports ongoing monitoring through automated alerts and risk flags, enabling timely identification, triage, and proportionate response to potential risks within direct suppliers' operations and, where available, across extended value chains;
- We updated our EPP survey (delivered to our top suppliers representing the vast majority of our procurement-managed spend) to: improve our ability to identify suppliers operating in sectors at higher risk of using forced labour and child labour; require the provision of documentary evidence of supplier policies, controls, and escalation and remediation processes directed at proscribing, reducing the risk of and (where necessary) remediating any impact arising from, the use of forced labour and child labour; and, applying greater weighting (within PSC supplier sourcing and selection processes) to responses that demonstrate effective forced labour and child labour due diligence policies and practices; and
- We increased data system integration through cross platform application programming interfaces (APIs), enabling risk data to reside within centralized risk monitoring platforms. This enhances transparency and insight, and reduces the potential for human error, while improving reporting and response capabilities in connection with, *inter alia*, the risk of forced labour and child labour in supply chains.

Rogers' policies and due diligence

Rogers does not tolerate forced labour or child labour internally or in its supply chain.

The Rogers Business Conduct Policy and Rogers' Supplier Code of Conduct, together with our EPP survey, contract management and risk monitoring systems, outreach sessions with key suppliers, and anonymous reporting hotline (the Rogers STAR Hotline) comprise our current policies and due diligence processes in relation to forced labour and child labour.

Rogers Business Conduct Policy

The use of forced labour and child labour is inconsistent with the central principles of the Rogers Business Conduct Policy. This policy applies to all Rogers employees and RCI Board members and can be viewed at: <https://about.rogers.com/investor-relations/corporate-governance/>.

The Rogers Business Conduct Policy requires individuals to comply with all laws and regulations, and to escalate any questions regarding legality, culminating in consultation with the Vice President/Director, Human Resources and the Legal Department, as required. In addition, this policy directs individuals to refrain from conducting business with suppliers and/or contractors who engage in unlawful or unethical business practices or behaviour.

The Rogers Business Conduct Policy also emphasizes that Rogers does not seek competitive advantages through illegal or unethical business practices or behaviour. With respect to suppliers, this policy is clear that they are to be selected based on merit and are expected to adhere to Rogers' Supplier Code of Conduct which, as described below, proscribes the use of forced and child labour.

Rogers' Supplier Code of Conduct

We use the UN Guiding Principles for Business and Human Rights to guide our approach to identifying and mitigating potential human rights issues throughout our supply chain, an approach which includes the identification of geographies, materials, and suppliers that may carry risk.

Rogers' Supplier Code of Conduct (the code) sets out Rogers' requirements for third-party suppliers, and by extension their subcontractors, as it relates to ethical conduct, anti-bribery practices, labour practices, protection of human rights, and environmental, health, and safety management. This expressly includes not employing forced labour or child labour, complying with applicable wage laws, and respecting local workweek regulations. The Rogers' Supplier Code of Conduct also requires suppliers to have a management system to ensure conformity with the code and other requirements, and to identify and mitigate risks related to the code and, specifically, labour practices. The code is available at https://supplierportal.rogers.com/Code_of_Conduct.html.

Rogers' Supplier Code of Conduct is communicated to suppliers on our supplier portal and is integrated into contractual requirements for suppliers. Suppliers are generally expected to adhere to Rogers' Supplier Code of Conduct, failing which Rogers may implement a corrective action plan or terminate the supplier's contract.

EPP Survey

To ensure suppliers adhere to our Supplier Code of Conduct and align with our corporate standards and requirements, our PSC group conducts an annual EPP survey. EPP questions are aligned with North American Industry Classification System codes, which improves Rogers' ability to identify and engage with suppliers operating in sectors in which there is a higher risk of use of forced labour or child labour.

In completing the EPP survey, major suppliers, who together receive the vast majority of the Company's corporate procurement spending, are asked: to confirm they have human rights policies that prohibit the use of forced labour and child labour; to describe the parts of their business and supply chains that carry a risk of forced labour or child labour; to explain how they assess and manage that risk; to disclose any remediation measures resulting from any measures to eliminate the use of forced labour or child labour; to describe any specific training provided to employees concerning forced labour and child labour; and to provide documentation with respect to the above.

Where a supplier's EPP responses reveal potential risk or a matter requiring redress, we work with the supplier to mitigate the risk or prepare a corrective action plan to address gaps, as applicable.

Supplier contract management and monitoring

We require suppliers to address compliance with applicable laws and regulations and their alignment with the values set out in Rogers' Supplier Code of Conduct. Our contract records management system, together with our third-party continuous risk management platform that includes robust monitoring for risks related to forced labour and child labour (as well as other risks), supports our awareness of, and ability to respond to, identified failures by suppliers to comply with applicable laws or to fulfill the requirements of the Rogers' Supplier Code of Conduct. Our supplier outreach sessions provide additional insight into supplier practices and the opportunity to ensure alignment based on a collaborative approach to risk management and mitigation.

Rogers STAR Hotline

To ensure Rogers delivers on its commitment to honesty, integrity, and good corporate citizenship, and to enhance compliance with the Rogers Business Conduct Policy and Rogers' Supplier Code of Conduct, we expect all employees, suppliers, and other partners to be alert and proactive in reporting misconduct, including misconduct with respect to unethical and illegal behaviour, such as the use of forced labour or child labour.

In addition, Rogers' Supplier Code of Conduct requires suppliers (including their personnel and subcontractors) to report any instances of violations of the code, including the use of forced labour or child labour.

Rogers STAR Hotline (www.rogersstarhotline.com) provides a tool for making secure and anonymous submissions to the Company with respect to alleged misconduct, including unethical sales or purchasing practices on the part of a supplier. Rogers retains any submissions it receives in confidence, investigates all information provided, and takes enforcement actions, as appropriate, pursuant to both the Rogers Business Conduct Policy and Rogers' Supplier Code of Conduct. The confidential format is designed to help mitigate any reluctance that a supplier employee or subcontractor may have in making a report.

Supply chain assessment and management

We strive to conduct business with socially responsible entities that share our values. Identifying and managing risks in our supply chain, including the risk that forced labour or child labour is used in any step of our supply chain, is an integral part of our conscientious approach to managing social impacts.

The businesses of RCI and the Subsidiaries operate in Canada, which, according to the Global Slavery Index,¹ has a low prevalence of forced labour and child labour. Moreover, the Company complies with federal and provincial labour laws and employment standards. In addition, the vast majority of the goods used in our business are sourced from suppliers located in Canada and the United States and are subject to labour laws and employment standards similar to those applicable to Rogers.

Part of our procurement comprises network equipment, customer premise equipment, and mobile devices that are manufactured or assembled in countries including China, Vietnam, and South Korea. There is risk of the use of forced labour or child labour in connection with the production of these goods, given that laws, regulations, and practices to protect workers in such countries may not be as extensive as those applicable to businesses operating in Canada. However, the vast majority of such equipment is supplied to Rogers by large global vendors that have policies that address forced labour and child labour, and the vast majority of which have dedicated Modern Slavery statements and are also members of the Responsible Business Alliance, demonstrating their commitment to reducing the risk of forced labour and child labour in their supply chains.

In addition, a small amount of other consumer goods is imported by the Company from suppliers located in Cyprus, China, India, Portugal and South Korea and other countries whose worker protection laws, regulations and practices to protect workers may not be as extensive as Canada's. While there is a risk of forced labour and child labour in the production of such goods, it is mitigated by the fact that such suppliers are generally subject to Rogers' Supplier Code of Conduct as part of Rogers' contracting process.

We review our supply chain, EPP survey feedback, information gathered at supplier outreach sessions, and alerts and reports generated by our supplier monitoring capability on an ongoing basis to identify parts of our business and supply chain that carry a risk of forced labour or child labour. With the introduction of robust third-party risk monitoring and API enabled data integrations, we can more readily action risk signals in near-real time.

Remediation

In our most recent financial year, we did not identify, nor were we aware of, the use of any forced labour or child labour. Accordingly, we did not take any measures to remediate such labour or to remediate the loss of income to the most vulnerable families that would be affected by any such measure.

¹ Walk Free Global Slavery Index, <https://www.walkfree.org/global-slavery-index/>

Training

Rogers has approximately 25,000 employees. All new Rogers employees complete a mandatory onboarding program, which includes review and required attestation of the Rogers Business Conduct Policy. In addition, all continuing Rogers employees are required to complete annual, 30-minute web-based training on the Rogers Business Conduct Policy. This training includes knowledge assessment and requires attestation on completion. Through this onboarding and ongoing training, employees are expected to be familiar with and adhere to the principles and procedures set out in the policy. This training undergoes annual review and enhancements to ensure it is comprehensive and addresses a broad spectrum of issues. Failure to adhere to the policy may result in discipline, up to and including termination of employment and/or legal action.

Employees with corporate procurement responsibilities also receive mandatory, annual training concerning purchasing policies, regulatory requirements, and ethical business practices, including responsibilities in connection with risks related to forced labour and child labour in the Company's supply chain. This includes web-based training for approximately 1,600 employees with procurement and supply chain responsibilities ("Working with Suppliers") at a wide range of levels within the Company, from Analyst to Vice President. This web-based training contains an evaluated module on forced labour and child labour in supply chains.

Additional targeted training includes periodic, in-depth workshops for key PSC employees and a subset of corporate employees who support them. This training includes in-person training, as well as web-based training that is accompanied by completion tracking and evaluation. Where targeted, in-person training is not formally evaluated, its efficacy is ensured by the in-person format and the open dialogue, and the question and answer exchanges the format enables. Our training is regularly updated.

Approval and attestation

This Report was approved by the Board of Directors of Rogers Communications Inc. as a joint report of Rogers Communications Inc. and the Subsidiaries for the financial year ended December 31, 2025, in accordance with subparagraph 11(4)(b)(ii) of the Act.

I have the authority to bind Rogers Communications Inc.

Assessing effectiveness

This Report describes a number of measures Rogers has in place to prevent and reduce the risk that forced labour or child labour is used in our business and supply chains. Our PSC group regularly assesses the effectiveness of our practices in view of the requirements of the Act.

The following RCI Board committees oversee our program to identify and respond to risks, including risks of forced labour in our supply chains.

The Corporate Governance Committee develops, reviews and, where appropriate, recommends to the Board a set of corporate governance principles, including a code of conduct and ethics, aimed at fostering a healthy governance culture. In addition, it assesses the effectiveness of the Board as a whole, the committees of the Board and any leadership positions of the Board.

The Audit and Risk Committee reviews the annual strategic risk assessment, including management's implementation of risk policies and actions to monitor and control major risk exposures.

The Sustainability and Social Impact Committee assists the Board in fulfilling its oversight responsibilities including governance thereof of relevant environmental sustainability and social impact policies, strategies, and programs and the actions we can take to be a responsible corporate citizen. Our CEO is responsible for sustainability and social impact from a management perspective and is supported by the Chief Corporate Affairs Officer and a Sustainability and Social Impact Operating Group composed of senior leaders from across the organization to drive accountability around advancing efforts.



Robert Gemmell

Lead Director,
Chair of the Audit and Risk Committee, and
Chair of the Corporate Governance Committee of
Rogers Communications Inc.
Date: April 28, 2026



Tony Staffieri

Director, President & CEO of
Rogers Communications Inc.
Date: April 28, 2026