

Reko International Group Inc.

Report Under the Fighting Against Forced Labour and Child Labour in Supply Chains Act (Bill S-211)

For the Financial Year Ended July 31, 2025

1. Introduction and Reporting Entity

This report is made pursuant to the Fighting Against Forced Labour and Child Labour in Supply Chains Act (Canada) (the “Act”) for the financial year ended July 31, 2025. It outlines the measures taken by Reko International Group Inc. (“Reko” or the “Company”) to prevent and reduce the risk that forced labour or child labour is used at any step in the production of goods in Canada or elsewhere by the Company or in its supply chains.

This report applies to Reko International Group Inc. and its controlled subsidiaries.

2. Structure, Activities and Supply Chains

Reko International Group Inc. is engaged in the design, manufacture, installation, and servicing of automation equipment, as well as the provision of machining and related industrial services.

The Company employs approximately 200 employees in Canada.

Supply Chains

Reko’s supply chain primarily consists of suppliers providing:

- Machined components and raw materials (e.g., metals and fabricated parts)
- Robots, automation and electrical components
- Industrial tooling and equipment
- Professional and technical services

The majority of suppliers are located in North America, with limited sourcing from other regions. The Company primarily engages with Tier 1 suppliers and has limited direct visibility into Tier 2 and lower-tier suppliers.

3. Policies and Due Diligence Processes

Reko maintains policies and procedures intended to prevent forced labour and child labour in its operations and supply chains, including:

- Anti-Slavery Policy
- Code of Ethics (including anti-bribery and conflict of interest provisions)
- Whistleblowing Policy
- Health and Safety Policy
- Harassment and Bullying Policy

These policies establish expectations for ethical conduct, compliance with applicable laws, and reporting of concerns.

Due Diligence

The Company's due diligence processes include:

- Supplier onboarding processes that assess vendor suitability
- Periodic supplier certifications confirming compliance with applicable labour laws
- Contractual expectations requiring suppliers to comply with applicable laws
- Oversight by executive leadership, including divisional Presidents

Reko continues to evaluate opportunities to formalize and enhance its due diligence processes.

4. Risk Identification and Assessment

Reko has undertaken an assessment of potential risks of forced labour and child labour within its operations and supply chains.

Given that the Company's operations are based in Canada and that the majority of its suppliers are located in North America, the overall risk is assessed as low.

Risk factors considered include:

- Geographic location of suppliers
- Industry sector exposure
- Nature of supplied goods and services

While no instances of forced labour or child labour were identified during the reporting period, the Company recognizes that risks may exist within extended supply chains and continues to monitor these risks.

5. Measures Taken to Assess and Manage Risk

During the financial year ended July 31, 2025, Reko implemented the following measures:

- Requested confirmations from suppliers regarding compliance with labour standards
- Maintained policies addressing ethical conduct and labour practices
- Conducted periodic reviews of supplier relationships

No formal supplier audits specific to forced labour were conducted during the reporting period. The Company is evaluating the feasibility of implementing more formal audit procedures in future reporting periods.

6. Remediation Measures

Reko did not identify any instances of forced labour or child labour in its operations or supply chains during the reporting period.

Accordingly, no remediation measures were required or implemented.

If such instances were to be identified, the Company would take appropriate action, which may include:

- Investigating the issue
 - Engaging with suppliers to implement corrective measures
 - Terminating relationships where appropriate
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7. Remediation of Loss of Income

Reko did not identify any circumstances requiring remediation of loss of income to vulnerable families during the reporting period.

8. Training

Reko provides training and awareness related to ethical conduct and compliance through:

- Employee onboarding programs
- Annual Code of Ethics acknowledgements

Training is provided to employees across the organization, including management personnel. The Company is assessing opportunities to enhance training specifically related to forced labour and child labour risks.

9. Assessing Effectiveness

Reko monitors the effectiveness of its policies and processes through:

- Periodic internal reviews of policies and procedures
- Monitoring of supplier compliance confirmations

As part of continuous improvement, the Company is evaluating the development of additional metrics, which may include:

- Number and percentage of suppliers providing compliance certifications
- Number of reported incidents related to labour practices
- Supplier review coverage

No incidents of forced labour or child labour were reported during the reporting period.

10. Approval and Attestation

This report was approved by the Board of Directors of Reko International Group Inc. on May 4, 2026.

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 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 reporting year listed above.

Diane Reko
Chief Executive Officer
Reko International Group Inc.