

Modern Slavery Report – Financial Year 2025

This document constitutes Rove Concepts Ltd. (“Rove Concepts”, the “Company”, “we” or “our”) report (“Report”) pursuant to section 11 of Canada’s *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (the “Act”) for the financial year ended December 31, 2025, on the steps taken to prevent and reduce the risk that Modern Slavery (as defined below) is used at any step of the production of goods in Canada or elsewhere or of goods imported into Canada. This Report covers Rove Concepts’ operations across North America.

INTRODUCTION

At Rove Concepts, we recognize that modern slavery can occur in many forms, including indentured servitude, human trafficking, forced labour, forced marriage, debt bondage, child labour and deceptive recruiting for labour or services (collectively, “Modern Slavery”). We understand that Canadian entities such as Rove Concepts, along with other stakeholders, can play a key role in the fight against Modern Slavery and that the Act encourages Canadian entities to assess and address Modern Slavery risks in their operations and supply chain. Rove Concepts is committed to a responsible supply chain of business partners that share our commitment to doing business with integrity and understand that respect in the workplace is the foundation for doing business with integrity. We aim to identify Modern Slavery risks and address those risks in our supply chain and operations through a process of continuous improvement and collaboration with all relevant stakeholders across our operations.

Rove Concepts was born out of a desire to connect luxury designs and sustainability with those who seek it. Since our founding, we have been committed to driving meaningful change as an eco-design house. We started off with planting trees and as we grew as a company we started to think on a larger scale how we could make a positive impact in the world, like using more eco-friendly materials in our designs, through a responsible supply chain. We know that there is more we can do to make a positive change.

OUR STRUCTURE, ACTIVITIES, AND SUPPLY CHAIN

Rove Concepts is a high-end, online modern furniture business. We have a strong online presence and a commitment to design. We strive to create inspiring spaces for our customers.

We have a corporate office located in Vancouver, Canada. We have employees or contractors based in Canada, USA, Philippines, and Vietnam, including across five showrooms across North America.

Rove Concepts procures goods from several jurisdictions globally, with our suppliers located in China, Vietnam and Malaysia. We operate a centralized procurement function based out of our Vancouver head office. We purchase furniture that is fully assembled, or light customer assembly required, imported mainly via sea freight, and then distributed across North America by road and rail. We do not directly source any raw materials.

RISK OF MODERN SLAVERY IN OPERATIONS AND SUPPLY CHAIN

When considering the risks of modern slavery practices at Rove Concepts, attention was given to the potential for Rove Concepts to cause, contribute to, or be directly linked to modern slavery through its operations and supply chain.

Rove Concepts’ operations are predominantly based in Canada and USA, which according to Walk Free Foundation’s Global Slavery Index 2023 are low risk geographical regions due to the existence of robust human right statutory protections and regulatory oversight. As such, combined with our approach to corporate governance, we believe that Rove Concepts is generally at low risk from directly engaging in forced labour and child labours through our operations.

We are committed to ensuring forced labour and child labour have no place in our supply chains. Sourcing and manufacturing sit at the heart of our business and, by their nature, carry heightened modern slavery risk driven by factors such as low-skilled labour, outsourcing, limited regulatory oversight, and economic vulnerability in supplier regions.

We recognize that global supply chains are complex, and that transparency becomes increasingly difficult beyond tier-one suppliers. Rather than treating this as a reason for inaction, we see it as a call to be more deliberate in how we identify vulnerabilities and apply our due diligence efforts. This report centres on our highest area of risk: the procurement of furniture and home goods through external suppliers.

POLICIES AND ASSESSMENT

To build a clearer picture of our global supply landscape and assess exposure to modern slavery risks, we reviewed the distribution of 2025 supplier spend by country and have introduced the following measures:

- We share onboarding guidelines with new suppliers and issue regular reminders to existing suppliers to reinforce compliance expectations.
- Our procurement team conducts on-site visits with most suppliers each year, including direct review sessions with supplier management covering all compliance requirements, quality control inspections, observations and identification of any practices that may give cause for concern.

Rove Concepts remains committed to continuous improvement in this area, and will build on the steps taken in 2025 to further strengthen our supply chain due diligence in the years ahead.

ACTIONS TAKEN TO MITIGATE RISKS

We have engaged with and consulted with personnel in key departments of the respective operating segments, issued a questionnaire to all significant suppliers, and reviewed our existing supplier documentation and employee procedures.

We ask all supply chain partners who manufactured our finished products ("Primary Suppliers") to complete a forced labour and child labour compliance form as a risk assessment process, and were required to have signed by an official representative of the company.

- All Primary Suppliers provided responses, which showed compliance with our expected practices.
- All Primary Suppliers were visited by Quality Control for every shipment, who were required to report on factory and working conditions, which showed compliance with our expected practices.
- Primary Suppliers representing 95% of order volume were visited by procurement team or management in 2025.

No violations of our labour standards were observed or identified during these visits.

Building on the improvements made in prior years, further actions we undertook in 2025 include:

- We completed the review of our freight and delivery partners initiated in 2024, extending our risk assessment framework to include local and regional delivery providers across Canada and USA. All providers are now required to confirm compliance with our modern slavery expectations, bringing final mile operations into full alignment with our standards.
- We continued to strengthen our employee handbook and delivered updated training to all staff on our zero-tolerance policy for any form of modern slavery, including tailored sessions for procurement and operations teams with direct supply chain exposure.

ROVECONCEPTS

- We continued monitoring our international shipping lanes, all of which are covered by global companies with published modern slavery statements. No concerns were identified.

Leadership at all levels of our company is responsible for ensuring that those in our charge understand and comply with the policy. We commit to providing adequate and regular training on the issues and challenges of modern slavery in supply chains. We are aware that human rights risks may change as our business evolves. We are committed to continued engagement to regularly assess the impacts of those changes on our business.

REMEDATION MEASURES

In 2025, nothing came to our attention in respect to Modern Slavery, and therefore no remediation efforts were required in the year. It is reflective of our effort to proactively manage potential risks within our supply chain.

FUTURE COMMITMENTS

Rove Concepts recognizes that addressing forced labour risks is an ongoing responsibility. Looking ahead, we are committed to strengthening our supplier oversight, broadening our due diligence processes, and continuing to improve the transparency of our supply chain. We will continue to require attestations from the Primary Suppliers and improve documentation and auditability to further increase transparency.

SIGNED ATTESTATION

The President of Rove Concepts Ltd. has approved and signed this Report.

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.

Kevin Cheung, President

/s/ Kevin Cheung

May 15, 2026

I have the authority to bind Rove Concepts Ltd.