



Fairchild Property Group Ltd.

Modern Slavery Report

For the fiscal year ended March 31, 2026

Contents

Contents.....	2
1. Introduction.....	3
2. Steps to Prevent and Reduce the Risk of Forced Labour and Child Labour	3
3. Structure, Activities and Supply Chains.....	4
3.1 Structure and Activities.....	4
3.2 Supply Chain.....	5
4. Policies and Due Diligence Processes.....	6
4.1. Code of Conduct.....	6
4.2. Recruitment Policy and Work Environment	7
4.3. Supply Chain.....	8
5. Actions Taken in Fiscal 2026 to Assess and Manage Risks.....	9
5.1. Supplier Code of Conduct Implementation.....	9
5.2. Supplier Self-Assessment Questionnaire	9
5.3. Contractual Safeguards.....	9
5.4. Ongoing Supplier Engagement	9
5.5. Feedback Mechanism.....	10
5.6. Continuous Improvement and Future Initiatives	10
6. Risk Assessment.....	10
7. Remedial Measures.....	11
8. Training	11
9. Assessing Effectiveness and Future Improvements	11
10. Approval and Attestation	12

1. Introduction

The *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (the “**Act**”) requires entities to report each year on the actions taken during the fiscal period to address and reduce the risk of forced labour and child labour within their operations and supply chains. This joint report is prepared by Fairchild Property Group Ltd. (“**FPG**”, “**we**”, or “**us**”) for the fiscal year ended March 31, 2026 (“**Fiscal 2026**”) and covers both our own operations and those of our directly controlled subsidiaries involved in the production or importation of goods from outside Canada.

In Fiscal 2026, our procurement team continued to collaborate closely with all overseas suppliers to ensure adherence to our Supplier Code of Conduct (the “**Code**”), which strictly forbids the use of forced labour and child labour at any stage of production. Suppliers were required to review and acknowledge the Code, complete a self-assessment questionnaire, and confirm compliance before any orders were finalized. Suppliers who did not meet these requirements were not engaged. Additionally, contractual provisions reflecting these obligations were incorporated into all agreements and purchase orders with overseas suppliers.

This report describes the measures we have implemented to prevent and mitigate the risk of modern slavery in the production of goods that are manufactured, sold, or distributed by us. For the purposes of this report, “modern slavery” includes both forced labour and child labour.

This report outlines the steps we have taken to prevent and reduce the risk of modern slavery in the production of goods that are produced, sold, or distributed by us. Throughout this report, the term “modern slavery” refers to both forced labour and child labour.

2. Steps to Prevent and Reduce the Risk of Forced Labour and Child Labour

During the fiscal year ended March 31, 2026, FPG undertook the following actions to help prevent and mitigate the risk of forced labour and child labour within its operations and supply chain:

- Carried out an internal review to identify areas of potential exposure to forced labour and child labour risks within our operations;
- Engaged with overseas suppliers to assess risks within their supply chains and required acknowledgment of our Supplier Code of Conduct;
- Required overseas suppliers to complete a self-assessment questionnaire and evaluated their responses to confirm compliance with our standards prior to order placement;
- Embedded provisions addressing forced labour and child labour into all overseas contracts and purchase orders;
- Conducted mapping of our operational activities and supply chain;
- Continued advancing the development and implementation of a formal modern slavery statement, together with the Supplier Code of Conduct, across our supply chain;
- Developed and refined compliance checklists and training resources related to the Act for employees involved in hiring and procurement functions; and
- Promoted awareness among employees regarding the Act and their corresponding responsibilities.

3. Structure, Activities and Supply Chains

3.1 Structure and Activities

FPG is a corporation incorporated under the laws of the Province of British Columbia, established in 1989. Its principal place of business is located in Richmond, British Columbia. FPG operates a diversified portfolio of business activities across Canada, serving multicultural communities and households nationwide. Its operations span multiple sectors, including media, technology, real estate, food and beverage, wholesale, retail, and lifestyle, with ongoing strategic expansion initiatives. These business lines are structured to operate in an integrated and complementary manner, supporting operational efficiencies and facilitating market entry and growth within Canada.

As of March 31, 2026, FPG employs over 400 full-time and part-time employees in Canada through its directly controlled subsidiaries that manufacture or import goods from outside Canada. FPG maintains an operational presence in Toronto, Ontario; Vancouver, British

Columbia; and Calgary, Alberta through these subsidiaries.

3.2 Supply Chain

FPG's supply chain comprises suppliers of finished goods, including general merchandise and apparel, located in Canada, Japan, Hong Kong, and China. Finished goods are sourced in accordance with FPG's internal procurement and import policies, and in collaboration with established supplier partners, from a combination of domestic sources and a vetted international supplier base. FPG engages suppliers that demonstrate alignment with its standards relating to product quality, employee welfare, and social sustainability. The majority of finished goods are sourced from suppliers based in Japan and Hong Kong.

To further reinforce these standards, in Fiscal 2026 FPG strengthened its supplier engagement framework by requiring all overseas suppliers—primarily located in Japan, Hong Kong, and China—to review and formally acknowledge its Supplier Code of Conduct and to complete a self-assessment questionnaire prior to the placement of any purchase orders. These requirements are implemented to support compliance with FPG's expectations and applicable labour and ethical standards across the supply chain.

In addition, certain product categories, including beauty-related items, have been transitioned from overseas to local suppliers where feasible. This approach is intended to enhance compliance oversight, as local suppliers are subject to applicable domestic regulatory requirements, thereby facilitating improved monitoring and verification of compliance. FPG continues to prioritize local sourcing where practicable to strengthen supply chain governance and regulatory adherence.

While no new partners were added in the fashion department, several new suppliers were onboarded under the lifestyle division during Fiscal 2026. These suppliers were subject to the Company's standard modern slavery due diligence process, including Supplier Code of Conduct acknowledgment, self-assessment review, and contractual controls before business commenced

For new suppliers, completion of the Supplier Code of Conduct is required, and ongoing monitoring and review of supplier compliance practices is conducted to ensure continued alignment with FPG’s ethical, labour, and operational standards.

4. Policies and Due Diligence Processes

4.1. Code of Conduct

FPG is committed to conducting its operations in strict accordance with applicable human rights, labour, and employment laws, including federal and provincial statutes, regulations, and government directives (the “Code”), as well as adhering to the highest ethical and professional standards established in 2024.

FPG seeks to maintain a workplace that supports the personal and professional development of all employees in full compliance with the Code. While all employees share responsibility for upholding these standards, managers and supervisors have an enhanced duty to provide leadership that promotes respect, equity, and lawful treatment of all personnel.

Accordingly, FPG expects that all employees, and particularly those in supervisory roles, will:

- Promote cooperation, effective communication, and lawful conduct among all staff;
- Ensure equitable, non-discriminatory, and respectful treatment of all employees;
- Foster a workplace environment that supports teamwork, inclusion, and harmony;
- Clearly establish performance expectations, communicate them regularly, and evaluate performance in accordance with predetermined, objective criteria;
- Invite and consider employee input in decisions affecting work assignments and career development, consistent with company policies and applicable law;
- Support employee growth and career advancement while ensuring compliance with all relevant employment standards;
- Prevent, promptly identify, and lawfully address workplace conflicts, grievances, or

disputes in accordance with established procedures;

- Administer all policies, procedures, and disciplinary measures fairly, consistently, and in accordance with legal obligations;
- Recognize and accommodate, where appropriate and legally permissible, personal circumstances or crises affecting employees, consistent with applicable employment and human rights legislation.

In addition to our internal obligations, FPG requires that all external suppliers, particularly those engaged in international or offshore production, adhere to the same standards of ethics, human rights, and labour compliance. During Fiscal Year 2026, we strengthened this commitment by issuing our Supplier Code of Conduct and mandating that suppliers formally acknowledge and agree to its principles as a prerequisite for conducting business with FPG.

4.2. Recruitment Policy and Work Environment

FPG is an equal opportunity employer and recruits, hires, and manages personnel without discrimination based on race, ancestry, place of origin, color, ethnic origin, language, citizenship, creed, religion, gender, sexual orientation, age, marital status, physical or mental disability, or financial status. FPG remains vigilant in promoting fair and equitable treatment for all and fully integrates the principles of Employment Equity into its human resources policies and procedures, ensuring that all current and prospective employees receive consistent, nondiscriminatory treatment in all employment-related matters.

In accordance with applicable Human Rights legislation, FPG recognizes the inherent value and dignity of every individual and ensures open and unobstructed access to employment opportunities free from barriers. We are committed to providing equal opportunities in recruitment, promotion, compensation, and career development, and to fostering a workplace in which all employees are valued, empowered, and able to contribute to the organization's collective success.

FPG maintains a zero-tolerance policy toward bullying, harassment, or any conduct that may cause humiliation, intimidation, or embarrassment within its workspaces. We are committed to providing a safe, healthy, and supportive work environment that promotes continuous growth, accountability, and a culture of integrity and respect.

Consistent with our ethical standards, FPG strictly prohibits the use of forced labour or child labour in any aspect of its operations or supply chains, and expects all business partners and suppliers to uphold these same standards.

4.3. Supply Chain

In Fiscal Year 2026, FPG continued to strengthen measures aimed at mitigating the risks of modern slavery within our supply chain. We implemented a structured checklist to guide procurement, hiring, and other relevant personnel on key considerations related to modern slavery. In addition, we continued to distribute a Modern Slavery Self-Assessment Questionnaire, which suppliers are required to complete.

FPG engaged with suppliers to evaluate their due diligence processes and review any existing policies or codes addressing modern slavery. While our current oversight primarily covers first-tier suppliers, we acknowledge the importance of extending visibility further into the supply chain and plan to explore second-tier supplier monitoring in future assessments.

To support these initiatives, FPG has continued to adhere the following measures:

a) Supplier Code of Conduct

In Fiscal Year 2026, FPG maintained issuance of its Supplier Code of Conduct (“the Code”) and the accompanying Modern Slavery Questionnaire to all overseas suppliers. The Code sets forth FPG’s expectations and requirements regarding ethical labour practices and responsible sourcing. Compliance with the Code is a mandatory condition for conducting business with FPG, and suppliers are required to formally acknowledge and adhere to its principles.

b) Contractual Clauses

FPG has integrated contractual provisions into all overseas purchase orders and supplier agreements to mitigate the risk of modern slavery. These provisions obligate suppliers to implement measures that prevent the use of forced labour and child labour within their operations and throughout their supply chains.

5. Actions Taken in Fiscal 2026 to Assess and Manage Risks

In Fiscal Year 2026, FPG undertook a series of targeted initiatives to prevent and mitigate the risks of forced labour and child labour across its operations and supply chains. These initiatives were designed to reinforce supplier obligations, collect due diligence information, and enhance contractual safeguards. The following measures were implemented during the reporting period:

5.1. Supplier Code of Conduct Implementation

FPG's Purchasing team collaborated closely with all overseas suppliers to ensure their practices align with the company's values, particularly the prohibition of forced and child labour. Prior to placing any orders, suppliers were provided with FPG's Supplier Code of Conduct and required to review and formally acknowledge its provisions. The Code clearly sets out FPG's expectations regarding human rights, working conditions, and responsible supply chain practices.

5.2. Supplier Self-Assessment Questionnaire

Suppliers were required to complete a Modern Slavery Self-Assessment Questionnaire, enabling FPG to evaluate their existing policies, due diligence practices, and any procedures or codes addressing forced or child labour. Each submission was thoroughly reviewed, and suppliers whose responses failed to meet FPG's standards or did not align with the Supplier Code of Conduct were not engaged for order placement.

5.3. Contractual Safeguards

To strengthen compliance, FPG incorporated modern slavery clauses into all overseas contracts and purchase orders. These clauses require suppliers to implement measures to prevent the use of forced and child labour and to promptly notify FPG if any such risks are identified within their operations or supply chains.

5.4. Ongoing Supplier Engagement

FPG maintains long-term relationships with key suppliers and is committed to ensuring their continued compliance with the company's ethical standards. We conduct regular reviews and

follow-up assessments with long-term vendors to verify ongoing adherence to the Supplier Code of Conduct.

5.5. Feedback Mechanism

In Fiscal Year 2026, FPG established an online reporting mechanism to enable employees, suppliers, and members of the public to raise concerns regarding modern slavery, fraudulent activity, or breaches of the Supplier Code of Conduct.

5.6. Continuous Improvement and Future Initiatives

FPG remains committed to continuously enhancing its practices as part of a long-term ethical sourcing strategy. The company acknowledges that effectively addressing modern slavery risks requires ongoing monitoring, collaboration with suppliers, and adaptive improvements to policies and procedures.

6. Risk Assessment

Although FPG's operations are entirely based in Canada, we recognize that our supply chain includes overseas suppliers whose operations may present varying levels of risk with respect to forced or child labour. In Fiscal Year 2026, we adopted a structured approach to assessing and mitigating these risks.

In Fiscal 2026, our purchasing department actively engaged with 14 overseas suppliers. Each of these suppliers successfully completed and returned a modern slavery self-assessment questionnaire, formally confirming their commitment to SGB's anti-forced labour and child labour standards. This 100% return rate from our overseas partners allowed for a comprehensive review of their internal policies and ensured that no orders were finalized without verified compliance.

Additionally, our Purchasing team carefully considered the country of origin of raw materials and goods, with particular attention to regions where human rights enforcement may be limited. Based on this review, FPG determined that its current exposure to modern slavery risks is limited. Nevertheless, we remain committed to ongoing monitoring of our supply chain and proactive engagement with suppliers to uphold both our ethical values and legal obligations.

7. Remedial Measures

FPG is not aware of any instances of forced labour or child labour within its supply chain during Fiscal Year 2026. Consequently, no remedial actions were required to address potential adverse impacts or income loss to affected families.

FPG remains committed to promptly investigating any potential or confirmed instances of forced or child labour that may arise in the future and to implementing appropriate remedial measures in accordance with applicable legal and ethical standards.

8. Training

FPG employees are regularly informed of the company's ethical standards, regulatory obligations, and Code of Conduct. Employees involved in hiring and procurement are expected to maintain up-to-date knowledge of applicable labour and import regulations.

In Fiscal Year 2026, FPG distributed this Modern Slavery Report, along with the Fighting Against Forced Labour and Child Labour in Supply Chains Act, to relevant staff. This initiative aimed to raise awareness of legal obligations, reinforce expectations for supplier engagement and procurement practices, and ensure employees are equipped to identify and respond appropriately to modern slavery risks within the supply chain.

9. Assessing Effectiveness and Future Improvements

FPG is committed to the continuous improvement of measures aimed at preventing and addressing modern slavery risks. At the conclusion of Fiscal Year 2026, an internal assessment was conducted to evaluate the effectiveness of the initiatives outlined in Sections 4.3(a), 4.3(b), and 4.3(c).

The assessment provides insight into areas for improvement and informs the prioritization of

next steps to further enhance FPG's ethical sourcing framework. The findings will guide future updates to the Supplier Code of Conduct, monitoring tools, and supplier engagement strategies.

10. Approval and Attestation

This report was approved by the Board of Directors of FPG pursuant to subparagraph 11(4)(a) of the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* for the fiscal year ended March 31, 2026.

In accordance with the requirements of the Fighting Against Forced Labour and Child Labour in Supply Chains Act (Act), and in particular section 11 thereof, I, in the capacity of the Senior Vice President and Senior General Manager, attest that I have reviewed the information contained in the report on behalf of the governing body of Fairchild Property Group Ltd. 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 within this report.

I possess the authority to bind Fairchild Property Group Ltd.



Full Name: Tiffany Ho

Title: Senior Vice President and Senior General Manager

Date: May 14, 2026