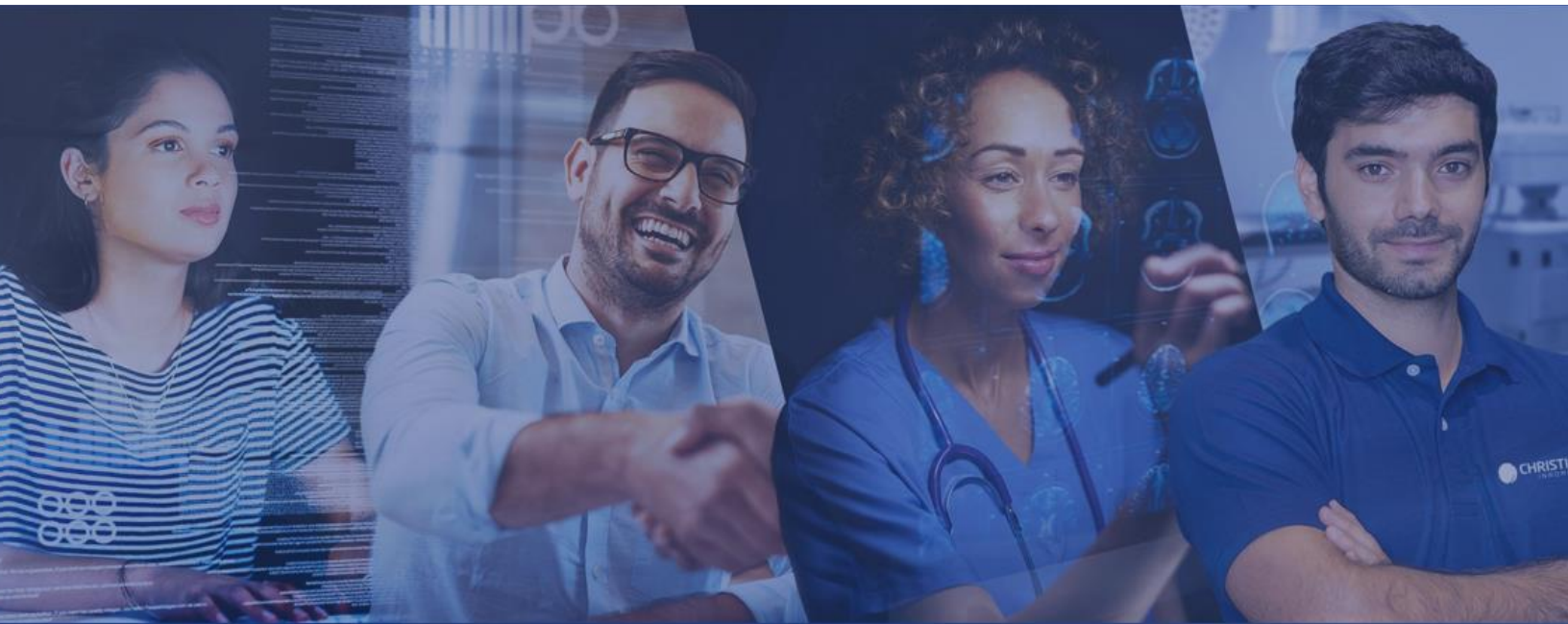




2025 REPORT ON FORCED LABOUR

BY CHRISTIE GROUP INC.

INTRODUCTION

This report (the “**Report**”) is produced by Christie Group Inc. on its own behalf and on behalf of Christie Innomed Inc. (collectively, “**Christie**”, the “**Corporation**”, “**our**” or “**we**”) for the financial year ending October 31, 2025 (the “**Reporting Period**”) and sets out the actions taken to prevent and reduce the risk of forced labour and child labour in our operations and supply chain.

This Report is prepared pursuant to Canada’s *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (the “**Act**”).

STEPS WE’VE TAKEN TO PREVENT AND REDUCE THE RISK OF FORCED LABOUR OR CHILD LABOUR

We uphold the highest standards of conduct by maintaining integrity, accountability and transparency in all our activities. As part of this commitment, we actively seek assurance regarding the absence of forced labour and child labour within the supply chains of the products we import and distribute in Canada.

During the reporting period, Christie maintained the following measures:

- Conducted the annual review of key governance policies, including the Code of Ethics and the Environmental, Social and Governance (ESG) Policy, to ensure continued alignment with regulatory expectations and industry best practices related to ethical sourcing and human rights;
- Updated these policies where required to reinforce our expectations regarding the prohibition of forced labour and child labour across our operations and supply chain.
- Communicated these policies to all employees through our centralized document management platform, which serves as a training hub and enables confirmation of employee acknowledgment and understanding;
- Reviewed and enhanced the Supplier Qualification Questionnaire to strengthen due diligence requirements related to ethical sourcing practices; and
- Performed periodic reviews of key suppliers to support ongoing monitoring of compliance with our standards and expectations.

OUR STRUCTURE, ACTIVITIES AND SUPPLY CHAINS

Christie Group Inc. and Christie Innomed Inc. are incorporated under the *Canada Business Corporations Act* and have their head offices in Saint-Eustache (Québec) and as well as a strong presence across Canada, including offices in Mississauga (Ontario), Edmonton (Alberta) and Richmond (British Columbia).

Christie develops, distributes, and supports innovative solutions to improve the performance of Canadian healthcare institutions in the areas of medical imaging and information management.

Christie has been building trust-based relationships with the world's largest suppliers of medical imaging equipment and information technology products for more than 70 years. We select complementary products, for most of which we have exclusive integration and distribution rights on the Canadian market.

In general, the majority of our direct suppliers are based in Japan, with additional suppliers located in the United States. These suppliers maintain their own global supply chains, over which we may have limited direct visibility. However, key suppliers publish sustainability, human rights, and modern slavery reports that demonstrate alignment with internationally recognized

frameworks and regulatory expectations. These disclosures outline their commitments to the prohibition of forced labour and child labour, as well as the implementation of due diligence, supplier engagement, and monitoring practices within their own supply chains.

While we recognize that certain upstream sourcing may occur in regions presenting elevated inherent risk, these supplier commitments contribute to mitigating exposure and support our broader risk management approach.

OUR POLICIES AND DUE DILIGENCE PROCESSES REGARDING FORCED LABOUR AND CHILD LABOUR

Christie integrates responsible business conduct into its governance, risk management, and compliance framework. This includes the identification, assessment, and mitigation of risks related to forced labour and child labour within our operations and supply chains. As part of our ongoing commitment to human rights, we continue to enhance and formalize our due diligence processes in alignment with applicable regulatory expectations and recognized international standards.

Environmental, Social and Governance (ESG) Policy

Our ESG policy establishes the overarching framework guiding our commitment to ethical and sustainable business practices. It integrates considerations related to environmental stewardship, social responsibility, and corporate governance, including respect for human rights and international labour standards.

The policy supports the identification and monitoring of sustainability-related risks and opportunities, including those associated with forced labour and child labour, and reinforces expectations across areas such as:

- Human rights and labour standards (including prohibition of forced labour and child labour);
- Health, safety, and security;
- Supply chain management and responsible sourcing; and
- Customer health and safety.

Code of Ethics

Our Code of Ethics establishes the principles and standards of conduct expected of all employees and representatives. It reinforces our commitment to integrity, ethical behaviour, and compliance with applicable laws and regulations.

The Code includes expectations related to:

- Respect for human rights;
- Ethical business conduct and accountability; and
- Adherence to applicable labour and employment standards.

Supplier Qualification and Due Diligence Process

As part of our Quality Management System (QMS) and our ISO 9001:2015 certification, Christie applies a structured approach to the evaluation, selection, and ongoing monitoring of suppliers. This process includes:

- Initial qualification and periodic reassessment of suppliers based on risk considerations;
- Integration of ethical, legal, and ESG-related criteria into supplier evaluations; and
- Documentation and monitoring of supplier compliance with Christie's standards.

Christie promotes the selection and retention of suppliers that demonstrate alignment with its values and ethical expectations, including the implementation of appropriate controls and practices in the following areas:

- Legal and regulatory compliance,
- Human rights and labour practices, including the prohibition of forced labour and child labour, non-discrimination, fair working conditions, occupational health

and safety, and the availability of grievance mechanisms;

- Environmental protection; and
- Fair operating practices, including anti-corruption, anti-bribery, fair competition, intellectual property protection, conflict of interest management, and data privacy.

PARTS OF OUR ACTIVITIES AND SUPPLY CHAINS THAT CARRY A RISK OF FORCED LABOUR OR CHILD LABOUR

As a developer, Christie maintains direct control over its internal operations and has not identified risks of forced labour or child labour within these activities.

However, as a distributor and importer, Christie is exposed to supply chains that extend beyond its direct control, where visibility over upstream sourcing practices may be limited.

Christie has established strategic partnerships and exclusive distribution relationships with market-leading suppliers that demonstrate a commitment to responsible business conduct. Several of these suppliers publish annual sustainability reports, human rights statements, and/or policies addressing the prevention of forced labour and child labour within their operations and supply chains.

To date, Christie's risk assessment activities have not identified specific instances of forced labour or child labour within its supply chain. However, the Corporation recognizes that inherent risks may exist in certain regions or tiers of the supply chain. As such, Christie continues to apply a risk-based approach to monitoring its suppliers and supply chains.

Christie remains committed to further enhancing its due diligence processes and will continue to assess and refine its risk analysis in 2026 and beyond, with the objective of improving supply chain transparency and strengthening its ability to identify and mitigate potential risks.

MEASURES TAKEN TO REMEDIATE ANY FORCED LABOUR OR CHILD LABOUR AND RELATED LOSS OF INCOME

To date, Christie has not identified any instances of forced labour or child labour within its operations or supply chains through its due diligence and risk assessment activities.

Accordingly, no remediation measures have been required or implemented in relation to forced labour or child labour, nor has there been any need to remediate loss of income to vulnerable individuals

or families arising from such circumstances.

Christie remains committed to maintaining and enhancing its monitoring and due diligence processes to ensure that, should any such risks or incidents be identified in the future, appropriate remediation measures would be implemented in a timely and responsible manner, in accordance with applicable regulatory expectations and recognized best practices.

TRAINING PROVIDED TO EMPLOYEES ON FORCED LABOUR AND/OR CHILD LABOUR

Christie provides employees with training on its policies and procedures, tailored to their roles and responsibilities, to support awareness of ethical conduct and compliance obligations.

Mandatory onboarding training includes the review of core governance documents, including the Environmental, Social and Governance (ESG) Policy and the Code of Ethics.

Through these training activities, employees are informed of Christie's expectations regarding ethical business conduct, respect for human rights, and

compliance with applicable labour standards, including the prohibition of forced labour and child labour.

Christie will continue to enhance its training initiatives over time to strengthen employee awareness and support the effective implementation of its due diligence framework.

ASSESSING OUR EFFECTIVENESS

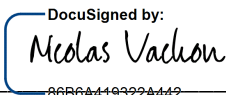
Christie has put in place meaningful measures to address the risk of forced labour and child labour in our activities and supply chains. We will continue to work with stakeholders to monitor the risks and determine best practices to assess our effectiveness in preventing and reducing risks of forced labour and child labour in our activities and supply chains.

APPROVAL AND ATTESTATION

Based on my knowledge, and having exercised reasonable diligence, I attest that the information contained in the report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year indicated above.



CHRISTIE GROUP INC.

Per:  86B6A419322A442...
Nicolas Vachon, President