

PLACEMENT GROUPE MI INC.

REPORT ON CANADA'S FIGHTING AGAINST FORCED LABOUR AND CHILD LABOUR IN SUPPLY CHAINS ACT

1. Introduction and Identity

This joint report is made by Placement Groupe MI Inc., on its behalf and on behalf of its wholly owned subsidiaries identified as the Reporting Entities in Section 3 (structure) of this report, for the financial reporting year ended December 31, 2024 (the “**Reporting Period**”) pursuant to the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (the “**Act**”). Unless otherwise indicated, references in this report to “Corporation”, “we”, “our” and similar expressions refer collectively to Placement Groupe MI Inc. and its subsidiaries identified as the Reporting Entities in Section 3 (*Structure*) of this report.

This report sets out the steps the Corporation has taken to prevent and reduce the risk that forced labour or child labour is used at any step of the production of goods in Canada or elsewhere by the Corporation or of goods imported into Canada by the Corporation during the Reporting Period.

2. Steps Taken During the Reporting Period to Prevent and Reduce Risks of Forced Labour and Child Labour

The steps taken by the Corporation during the Reporting Period to prevent and reduce risks of forced labour and child labour are set out in this report.

3. Structure, Activities and Supply Chains

Structure:

Placement Groupe MI Inc. is a Québec holding company with a head office located at 2721 rang Saint-Jacques, Saint-Jacques, Québec, J0K 2R0 which, directly and indirectly, owns 100% of the issued and outstanding shares of Industries Mailhot Inc. (Québec), Mailhot Industries Holdings USA Inc. (Delaware), Mailhot Industries USA, Inc. (New Hampshire) and Jarp Industries, Inc. (Wisconsin), as well as MII Canada Holding, S.A. de C.V. (Mexico) and Mailhot de Mexico, S. de R.L. de C.V. (Mexico) (collectively the “**Reporting Entities**”).

The Reporting Entities were acquired on August 1st, 2024 by and are henceforth part of Wipro Enterprises, of which the ultimate parent company is Wipro Enterprises Private Limited, based in Bangalore, India (“**Wipro**”).

Activities:

The Corporation operates in the design, manufacturing, sale and distribution of hydraulic cylinders, specializing in telescopic and custom solutions, with operations in Canada, the United States and Mexico. Its products are primarily used in sectors such as waste management, construction, mining, and heavy-duty transportation.

Supply Chains:

The Corporation sources its products from suppliers and manufacturers located in Canada, the United States and Mexico. The Corporation, however, acknowledges that most of its suppliers source their own products from manufacturers located in overseas countries, for which the Corporation has less visibility in terms of the prevalence of labour rights abuses.

4. Policies and Due Diligence Processes

As a subsidiary of Wipro, the Corporation is subject to its various internal Wipro policies (including among others the Code of Business Conduct, Supplier Code of Conduct, Ombuds Policy) and practices focused on anti-slavery and anti-human trafficking and are part of a larger effort to ensure transparency, accountability and safeguarding of human rights extended to its supply chain. These internal policies specify our commitment to upholding human rights, prohibiting slavery, servitude, forced labour, child labour and human trafficking and are available on Wipro's website (<https://www.wiproinfra.com/wp-content/uploads/2023/11/code-of-business-conduct-and-ethics-Version-2023.pdf>).

In consideration of the acquisition of the Corporation on August 1st, 2024, the organization is currently undergoing post-acquisition integration and has not yet implemented all the processes and practices set forth in the above-mentioned policies for the Reporting Period. As part of this transitional phase, the Corporation is currently aligning its operations, systems, and governance practices to support the implementation of Wipro's policies.

5. Parts of Business and Supply Chains with Forced Labour and/or Child Labour Risks and Steps Taken to Assess and Manage Those Risks

The Corporation sources certain goods and components from overseas suppliers, including in regions where the risk of forced labour or child labour may be higher due to local regulatory environments and enforcement practices. While we maintain direct oversight over our own operations, we recognize that our suppliers operate within their own multi-tiered supply chains, over which we have limited visibility.

In consideration of the acquisition of the Corporation on August 1st, 2024, the organization is currently undergoing post-acquisition integration and has not yet implemented all the processes and practices to assess or manage forced labour and child labour risks for the Reporting Period. As part of this transitional phase, the Corporation is currently aligning its operations, systems, and governance practices to support the implementation of Wipro's policies in this regard.

6. Remediation Measures

We have not been made aware of specific instances of forced labour or child labour and as such, no remediation measures have been taken during the Reporting Period.

In consideration of the acquisition of the Corporation on August 1st, 2024, the organization is currently undergoing post-acquisition integration and has not yet implemented any remediation processes and practices for the Reporting Period. As part of this transitional phase, the Corporation is currently aligning its operations, systems, and governance practices to support the implementation of Wipro's policies in this regard.

7. Remediation of Loss of Income to the Most Vulnerable Families

We have not been made aware of specific instances of forced labour or child labour and as such, no measures have been taken during the Reporting Period to remediate the loss of income to the most vulnerable families that results from any measure taken to eliminate the use of forced labour or child labour in its business activities and supply chains.

8. Employee Training on Forced Labour and Child Labour

The Wipro Code of Business Conduct and Ethics applies to all employees of the Corporation. It specifically identifies and prohibits several forms of forced labour, including any act of human trafficking, slavery, servitude and forced or compulsory labour. The Wipro Code of Business Conduct and Ethics also highlights and disavows the practice of child labour throughout its business and its supply chain. Beyond its own prohibition of child labour, the Corporation is committed to work in a proactive manner to eradicate child

labour by directly and actively contributing to best practices, including only legitimate workplace apprenticeships, internships and other similar programmes that comply with all laws and regulations.

For further details in this regard, we refer you to our policies and practices described under Section 4 of this report. In consideration of the acquisition of the Corporation on August 1st, 2024, the organization is currently undergoing post-acquisition integration and has not yet implemented all the processes and practices set forth in the above-mentioned policies for the Reporting Period. As part of this transitional phase, the Corporation is currently aligning its operations, systems, and governance practices to support the implementation of Wipro's policies in this regard.

9. Assessing Effectiveness in Ensuring that Forced Labour and Child Labour are not Being Used in the Business and Supply Chain

While the Corporation continued to gain a better understanding of the forced labour and child labour risks in its operations and supply chains during this Reporting Period, the Corporation is in the process of developing frameworks to review the effectiveness of its actions. In consideration of the acquisition of the Corporation on August 1st, 2024, the organization is currently undergoing post-acquisition integration and is currently aligning its operations, systems, and governance practices to support the implementation of Wipro's policies in this regard.

Ensuring that forced labour and child labour practices are not taking place in our business and supply chain is and will always be a work in progress.


10. Approval and Attestation

This report was approved by the Board of Directors of the Company on May 30, 2025, pursuant to paragraph 11 (4)(a) of the Act and constitutes our report for the financial year ending December 31, 2024.

In accordance with the requirements of the Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in this report. Based on my knowledge, and having exercised reasonable diligence, in my capacity as Finance Leader of Placement Groupe MI Inc., 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 Period listed above.

Date: May 30, 2025

I have the authority to bind Placement Groupe MI Inc.

Signé par :

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 Full name: Isabelle Gagnon
 Title: Authorized Signatory