



**REPORTING ENTITY'S LEGAL NAME:** VTC Canada Holdings Inc.

**FINANCIAL REPORTING YEAR:** January 1, 2024 – December 31, 2024. This is a joint report for VTC Canada Holdings Inc., P&R Truck Centre Ltd., and First Truck Centre Inc. (collectively referred to as “Velocity Truck Centres”).

**STRUCTURE, ACTIVITIES AND SUPPLY CHAINS:** Velocity Truck Centres is a private company with its global headquarters in Whittier, California. Our missions is: (1) to provide the premier global vehicle brands, with a local handshake, (2) to promote a culture of respect to our customers and employees, (3) to provide the best support available; we sell support and with it the customer gets a truck, and (4) to follow-through on our commitments.

Our Core Values are Speed, Value, and Trust. Speed because we need to keep the customer on the road – we are focused on getting the customer in and out of our service shops as quickly as possible, delivering parts as quickly as possible, and getting the customer the right truck when they need it. Value because we have to be competitive to drive the customer’s profitability. Trust because we want to be the customer’s partner for all of their commercial truck needs, acting with integrity and their best interests at heart.

We operate more than 100 commercial truck dealerships and related businesses across the United States, Canada, Mexico, and Australia. This includes more than 5,000 employees, over 700 of whom are based in Canada. Business activities include selling commercial trucks, selling commercial truck parts, servicing commercial trucks, leasing, renting, and financing.

The majority of goods and services used by Velocity Truck Centres at its Canada facilities are sourced from North America. Some goods and services are sourced from countries not in North America. Our primary suppliers included Daimler Truck. Since we are not the manufacturers or importers of most of the products we sell, we rely on our suppliers to uphold compliance throughout their supply chains.

**FORCED LABOR AND CHILD LABOR POLICIES AND DUE DILIGENCE:** Velocity Truck Centres is committed to respecting the human rights and dignity of everyone. Velocity Truck Centres complies with all applicable laws prohibiting forced labor and child labor.

Velocity Truck Centres will not tolerate abuse of human rights in our operations or by our business partners.

Velocity Vehicle Group takes a risk-based approach to assessing third party risk. Velocity Vehicle Group performs third party due diligence on suppliers and customers using a risk ranking to determine the extent of the due diligence. During the initial phase of implementation of the due diligence program, Velocity Truck Centres suppliers and customers were determined to not be of high risk to prioritize during implementation. These suppliers and customers will be considered subsequent stages of implementation.

Velocity Truck Centres's ethics hotline is available to third parties and can be used to report human rights violations. Reports are promptly investigated and remediated. No reports of human rights violations have been received to date.

Employees are encouraged to report any violations of our Code of Business Ethics, Policies, or applicable laws without fear of retaliation. We undertake thorough investigations into all complaints in a timely and confidential manner.

Refer to Velocity Vehicle Group's Code of Business Ethics for more information.

**FORCED LABOR AND CHILD LABOR RISK:** Velocity Truck Centres considered the ways in which forced labor and child labor could potentially be linked to its operations. The risk of human rights violations from its primary supplier of trucks and parts was deemed to be low. The supply chain assessment outside of this primary supplier is ongoing and will continue to be assessed. Velocity Truck Centres will then apply a risk-based approach to due diligence based upon the assessed risk of compliance violations (including human rights violations).

**REMEDIATION MEASURES:** Velocity Truck Centres has not identified any forced or child labor in its activities and supply chains. No remediation measures have been necessary to date.

**REMEDIATION OF LOST INCOME:** Velocity Truck Centres has not identified any loss of income to vulnerable families resulting from measures taken to eliminate the use of forced or child labor in its activities and supply chains.

**TRAINING:** Velocity Vehicle Group has provided companywide training on human rights in the past 12 months. In addition, Velocity Vehicle Group provided targeted training to those employees who had the highest potential to interact with high risk third parties. Velocity Truck Centres was included in this training and will be included in human rights training going forward.

**ASSESSING EFFECTIVENESS:** Velocity Truck Centres regularly reviews its supply chain and policies to ensure its efforts to address compliance issues are effective and up to date. It also frequently reviews data and key performance indicators to proactively anticipate and identify potential risks.

**APPROVAL:** 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.

A handwritten signature in black ink, appearing to read 'Tant Boothman', enclosed within a large, loopy oval shape.

Tant Boothman

President

May 30, 2025

I have the authority to bind Velocity Truck Centres