



MITSUBISHI MOTOR SALES OF CANADA, INC.
2090 Matheson Blvd East
Mississauga, Ontario, L4W 5P8
Toll Free: 1-866-843-2845 / Fax No. 905-214-9089

Mitsubishi Motor Sales of Canada, Inc. Forced Labour Statement - 2024

This annual report is pursuant to section 11 of the *Fighting Against Forced Labour and Child Labour in Supply Chains Act*, hereafter referred to as the "Act".

Section 11(1) of the Act: A description of the steps taken to prevent and reduce risks of forced labour and child labour.

Mitsubishi Motor Sales of Canada, Inc. (MMSCAN) has taken its responsibilities under the Act very seriously. MMSCAN is committed to ensuring that forced and child labour, as defined by the Act, is actively combatted in its supply chain. This includes all direct supply chain management that is conducted internally and via our related affiliates, such as Mitsubishi Motors Corporation (MMC), headquartered in Japan and Mitsubishi Motor Sales North America, Inc. (MMNA), headquartered in the United States.

Internally, MMSCAN has developed several due diligence and mitigation projects to ensure compliance with the Act. MMSCAN's legal department has ensured that each vendor contract entered since the Act's ascension includes a clause that directly addresses the requirements of the Act and creates a contractual obligation on the vendor to ensure their supply chains do not contain forced labour. In 2024, MMSCAN developed its first Anti-Forced Labour policy. This policy addresses the concerns and responsibilities outlined in the Act by creating awareness within MMSCAN of the Act, by empowering each MMSCAN employee with the responsibility to investigate and protect against forced labour in MMSCAN's supply chain and provides training opportunities for employees to learn more about the Act and its requirements.

MMSCAN has worked closely with MMC and MMNA, two of MMSCAN's largest suppliers and partners, to develop supply chain maps and other due diligence measures against forced labour. This year saw MMSCAN, in collaboration with MMC and MMNA, create the first comprehensive supply chain map in company history. This has enabled MMSCAN and its partners to better understand the full nature of its supply chain. MMC, which supplies MMSCAN with its vehicles and production parts, has been instrumental in assisting MMSCAN fulfil its obligation under the Act, and will continue to assist MMSCAN in future years.

MMSCAN has also gone to great lengths to communicate and receive assurances via our external non-related vendors that they do not use forced labour in their supply chains. MMSCAN has approached all its external vendors and has received written assurances that they do not use forced labour in their supply chains. MMSCAN compliance team members have undertaken this task with great diligence and will continue to do so for all existing and future vendors.

Section 11(3) of the Act: Supplementary Information

a) Structure, activities and supply chains

MMSCAN is a wholly owned subsidiary corporation of Mitsubishi Motors Corporation. MMSCAN's organizational mandate is to purchase vehicles and other vehicle production parts from MMC and sell



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them to MMSCAN's network of affiliated dealers in Canada. MMSCAN currently has 117 employees, all located in Canada. MMSCAN is a member of the Global Automakers of Canada, an automotive industry group comprised of many OEM companies in Canada.

MMSCAN does not produce or manufacture in Canada. It imports goods from its partners, internationally and domestically. All MMSCAN's vehicles are supplied by MMC, who mainly manufacture vehicles and parts in Japan and Thailand. Various third-party suppliers work with MMC on a wide-array of vehicle components, hailing from Japan, Thailand, Vietnam, China, and other countries worldwide.

b) Policies and due diligence processes

MMSCAN has undertaken the following steps to combat forced labour in its supply chain, more details of which can be found above:

- MMSCAN Anti-Forced Labour Policy.
- Written assurances from vendors and partners that they do not use forced labour in their supply chains.
- Contractual guarantees received from vendors that they do not use forced labour in their supply chain.
- Developing third-party software system to implement human rights due diligence on parts suppliers.
- Training with MMSCAN's legal, finance, and trade compliance teams to ensure all groups are current on the Act's requirements and implementing internal safeguards to comply with the Act.

c) Forced labour and child labour risks

MMSCAN has not identified any particular or specific risks associated with its vendor network and supply chain. However, MMSCAN is committed to continuously monitor its supply chain for potential problematic issues. This will include monitoring global human rights trends, keeping updated on additional laws and regulations, and working with our partners and vendors to ensure MMSCAN receives transparent and accurate supply chain details.

d) Remediation measures

MMSCAN has undertaken several steps, outlined above, to combat the potential of forced labour in its supply chain. However, MMSCAN has not identified any forced labour in its supply chain, and therefore is not in a position to take remediation measures against same. Therefore, the question of remediation is considered not applicable at this time.

e) Remediation of loss of income

MMSCAN has not identified any forced labour in its supply chain. Therefore, no measures have been taken in this area.



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f) Training

MMSCAN has developed an Anti-Forced Labour policy with its Human Resources and Legal departments. HR will develop a training program in congruence with the policy, which has not been made mandatory at this time. MMSCAN's trade compliance and legal teams have undergone mandatory training regarding this Act, and MMSCAN will consider making the training mandatory on all employees. The current training consists of an in-person meeting with MMSCAN's in-house lawyer, and contains an explanation of the Act, MMSCAN's current mitigation and due diligence tools, and role-playing exercises intended to increase awareness and problem solving when dealing with new and existing vendors. Once again, MMSCAN will consider making this training mandatory on all employees in 2024-2025.

g) Assessing effectiveness

Due to the infancy of the Act, the rapidly evolving policies, and the novelty of MMSCAN's mitigation strategies, no actions have been taken to assess their effectiveness in preventing and reducing risks of forced labour and child labour in their activities and supply chains. MMSCAN plans on having a more comprehensive effectiveness study for future reports.



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MMSCAN REPORT ATTESTATION

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.

Kenji Harada

President and CEO

May 27, 2024

A handwritten signature in blue ink that reads "Kenji Harada".

I have the authority to bind Mitsubishi Motor Sales of Canada, Inc.