



Report regarding Forced Labour in Canadian Supply Chains

The current report is made in conformity with the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* for the financial year starting on November 30, 2024, and ending on November 28, 2025.

Structures, Activities and Supply Chain

Presentation of the Company

Boa-Franc G.P. (also known as MIRAGE) is a general partnership. Headquartered in St-Georges, Quebec, MIRAGE has been a leading manufacturer of high-quality hardwood flooring since 1983. The company is dedicated to produce superior quality products for its Mirage, Vintage, and Parquets Alexandra brands while supporting the sustainable development of forest resources and raw materials. Renowned for the quality of its products, MIRAGE leverages the expertise of a workforce of 540 employees spread over three plants and a network of more than 1,020 retailers across North America and is also recognized as a top employer.

Supply Chain of the Company

The company's supply chain focuses primarily on the procurement of hardwood, softwood, substrate, and accessories.

Wood procurement activities for both the St-Georges and Etobicoke plants are managed from our St-Georges headquarters. We purchase the following species: maple, red oak, white oak (PS and R&Q), hickory, walnut, and yellow birch, all purchased from North American suppliers.

For the manufacturing of our engineered products, we acquire softwood (fir, spruce, pine) and substrate (HDF, veneer). Softwood is sourced from North American suppliers, and substrate products are primarily sourced from FSC or PEFC certified suppliers.

Accessories, including adhesives, stains, samples, displays, moldings and marketing tools, are purchased for both the St-Georges and Etobicoke sites. These items are procured centrally to meet the needs of all plants, and they are generally manufactured using North American materials.

Manufacturing Activities of the Company

Our products are manufactured and finished in our St-Georges and Etobicoke plants. Once the products are finalized, they are shipped to retailers and distributors by C-TPAT-certified carriers, ensuring secure and compliant logistics.

Within our manufacturing plants, we have established labour relations committees as well as occupational health and safety committees. These committees enable constant and effective communication between employees, the union and management, thus ensuring a harmonious and safe working environment.

Due Diligence, Risk Assessment, and Corrective Measures

Due Diligence Policies and Procedures

Jean-Pierre Thabet, President, and Kenton Martin, Vice-President in Etobicoke, have signed a commitment to respect the principles of the International Labour Organization (ILO). This commitment ensures that no forced labour or child labour is tolerated within MIRAGE.

Our due diligence process includes our Chain of Custody (COC) as well as the qualification and evaluation of our suppliers. The COC enables us to trace the origin of the wood products we procure, aligning with the



declared origin of wood by mills. Since our wood planks are exclusively produced in North America, we can confidently assert that these products originate from regions where forced and child labour are prohibited.

As part of the COC process, we also ensure that our suppliers of wood products manufactured outside North America (substrates) are PEFC or FSC certified. These certifications guarantee that our suppliers respect workers' rights, which is the main reason we choose to work with them.

As of 2024, all our non-PEFC or FSC certified suppliers procuring material from outside North America must sign a declaration stating that their products are free from all forms of forced or child labour.

We have also implemented a supplier quality review process (SQR). During our periodic meetings with the suppliers, the purchasers must verify if the suppliers comply with our policies to fight against forced and child labour.

Risk Assessment and Management

The primary risks of forced and child labour in our supply chain are associated with the location and sector of activity of certain suppliers. However, we have controlled these risks through our COC process and by validating the PEFC and FSC certificates of our wood product suppliers located outside North America. Both certifications provide assurances against forced and child labour. By exclusively sourcing from certified suppliers, we effectively mitigate the risks associated with suppliers located outside North America.

Our procurement sourced outside North America that is not covered by PEFC or FSC certification represents less than 1% of our overall purchases. Through the application of the due diligence policies and procedures explained above, the risk of forced or child labour is extremely low.

Corrective Measures

The company's internal procedures specify that, in the event of any doubt regarding the compliance of a supplier's activities with respect to child or forced labour, the supplier in question is met, and corrective actions must be implemented for the business relationship to continue.

As of now, Boa-Franc G.P. has not found any cases of forced or child labour within its supply chain. Consequently, no corrective measures were necessary, and no actions were required to mitigate the economic impact on the most vulnerable families.

Training and Assessment of Measures Effectiveness

Training

All staff involved in the purchasing process are required to undergo annual training on the fight against forced and child labour. This training outlines the steps necessary to mitigate these risks in our supply chain and emphasizes the aspects of our supplier evaluation that address these concerns.

The training also helps purchasing agents identify potential risks of forced or child labour using the forced labour index provided by the non-governmental organization Walk Free.

This training is a part of the mandatory training given for the new members of the procurement team.

Assessment of Measures Effectiveness

Each year, between September and November, the wood purchasing department works on the chain of custody (COC) process. This process includes verifying the information provided by our wood suppliers, which enables us to renew our PEFC certification. Suppliers must declare the province or state of origin of



their material, which helps us to assess and control the risk of forced and child labour. We also validate their PEFC or FSC certification if applicable.

In early December, we review the certificates of origin for our accessory suppliers. This is crucial for identifying which items qualify under free-trade agreements. Since 2024, a new procedure has been implemented: if a product is not exclusively manufactured in North America, the supplier must sign a declaration stating that its products are free from forced and child labour. If there is any uncertainty regarding compliance with this declaration, our purchasing agents would take the necessary steps to remedy the situation. If the supplier cannot prove that its products are free from forced and child labour, MIRAGE will cease doing business with this enterprise.

As a member of the C-TPAT program, we conduct annual reviews and audits of our procedures, including provisions regarding forced and child labour.

Our supplier qualification and evaluation processes also include a contingency plan to be activated in the event of non-compliance by our suppliers. At this date, no irregularities have been detected during our audits, rendering the activation of this contingency plan unnecessary.

Approval and 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.

Jean-Pierre Thabet

President

Signed on May 26th, 2025

I have the authority to bind Boa-Franc G.P.