

HYLIFE GROUP HOLDINGS LTD.

JOINT REPORT ON FORCED AND CHILD LABOUR PREVENTION – 2023

This report covers the following entities (collectively herein referred to as “HyLife” or the “Company”):

HYLIFE GROUP HOLDINGS LTD. (Business No. 83345 5678 MC0002)

HYLIFE LTD. (Business No. 89375 7252 MC0002)

HYLIFE FOODS LP (Business No. 85966 1126 MC0005)

RANDOLPH FEED MILL LTD. (Business No. 83621 6598 MC0001)

1. The steps the entity has taken during its previous financial year 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 entity or of goods imported into Canada by the entity.

HyLife approved a policy on forced and child labour in 2023, attached as **Appendix I** to this Report.

HyLife also implemented a Supplier Code of Conduct, attached as **Appendix II** to this Report, and implemented a system to distribute the Supplier Code of Conduct to its suppliers for sign-off.

2. Structure, activities and supply chains

HyLife Group Holdings Ltd. meets the threshold for entities under the Fighting Against Forced Labour and Child Labour in Supply Chains Act (Canada) (the “**Act**”) and controls three entities that meet the threshold under the Act, namely HyLife Ltd., HyLife Foods LP and Randolph Feed Mill Ltd. (see **Appendix III** for relevant organizational structure chart).

HyLife Group Holdings Ltd. is a Manitoba holding company. It has no employees.

HyLife Ltd. is a Manitoba corporation with approximately 557 employees, that owns hog operations directly and indirectly, through subsidiaries, in Manitoba and Saskatchewan, as well as conducting business ancillary thereto (hog transportation, feed production, feed delivery, management functions).

HyLife Foods LP is a Manitoba limited partnership, the general partner of which is HyLife Foods Inc., a Manitoba corporation. HyLife Foods LP has approximately 1505 employees. HyLife Foods LP processes and sells pork products.

Randolph Feed Mill Ltd. is a Manitoba corporation with approximately 17 employees. Randolph Feed Mill Ltd. produces feed for the hogs raised by the various farms operated by HyLife Ltd. and its affiliates.

The supply chains of these corporations include farmers, feed producers, grain producers, equipment manufacturers for barns, feed mills and the pork processing plant, and general suppliers of office supplies, and plant production supplies (gloves, boots, uniforms, etc.). Suppliers are from many countries worldwide, including Canada, the United States, Malaysia, Thailand, China, Pakistan and Sri Lanka.

3. Policies and due diligence processes in relation to forced labour and child labour

Please see the policy attached as Appendix I.

The due diligence process for preventing forced and child labour is led by HyLife’s Director of Procurement, who maintains a list of all suppliers, categorizing them by risk levels. The Supplier Code of Conduct has been sent to vendors identified as at the highest risk (and we are proceeding with the medium risk vendors in 2024) and the Procurement Department maintains and copies the Legal Department on the return of signed Supplier Code of Conduct forms. The Procurement Department follows up on the collection of these forms every week. New forms will be sent to existing suppliers annually. Our Grain Procurement team and

Hog Procurement teams also distribute and collect the forms from our grain suppliers and hog producers, respectively.

4. The parts of the business and supply chains that carry a risk of forced labour or child labour being used and the steps it has taken to assess and manage that risk

We have identified vendors in China, Thailand, Pakistan, Malaysia and Sri Lanka as the highest risk areas of our supply chain. To manage that risk, we are asking these suppliers to sign off on our Supplier Code of Conduct. See #3 above.

5. Any measures taken to remediate any forced labour or child labour

We have not confirmed any forced or child labour in our supply chain at this time. If we do identify forced or child labour, we will stop using the suppliers identified.

6. Any measures taken 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 activities and supply chains

We have not confirmed any forced or child labour in our supply chain at this time.

7. The training provided to employees on forced labour and child labour

Our Human Resources Department and Procurement Departments have been provided with the policy attached to this report as **Appendix I**.

8. How the entity assesses its effectiveness in ensuring that forced labour and child labour are not being used in its business and supply chains

The Procurement Department will review the percentage rate of return on the Supplier Code of Conduct forms every 12 months to assess the effectiveness of HyLife's plan to ensure that forced and child labour are not being used in our business and supply chain.

This report was approved by the Board of Directors of HyLife Group Holdings Ltd., the governing body of the entity that controls each entity covered by the Report (HyLife Ltd., HyLife Foods LP and Randolph Feed Mill Ltd.).

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.

Ron Schellenberg

Name: Ron Schellenberg
Title: Chief Supply Chain Officer
Date: May 29, 2024