



# Modern Slavery Report 2025

April 2026

## Objective

This document has been prepared as part of the formal reporting requirements under the Fighting Against Forced Labour and Child Labour in Supply Chains Act (the "Act"), the California Transparency in Supply Chains Act (SB 657) and the UK Modern Slavery Act 2015. It outlines the efforts undertaken by the Groupe Dynamite Inc. ("GDI") parent company, GRG USA LLC ("GRG") and GARAGE INTERNATIONAL (UK) LTD to ensure that slavery and human trafficking are not taking place in our supply chains or in any part of our business operations.

The following pages provide a clear and concise overview of our ongoing efforts to enhance due diligence and ensure alignment with ethical and transparent supply chain practices during the 2025 fiscal year, covering the period from February 1, 2025 to January 31, 2026.

## About GDI

Groupe Dynamite Inc. (TSX: GRGD) is a growth-oriented company striving for excellence in the fashion industry. Operating retail stores and digital experiences under two complementary and spirited banners—GARAGE and DYNAMITE—we offer a wide range of women's fashion apparel, catering to the needs of Generation Z and Millennials. With a growing international presence, we operate across Canada and the United States, and more recently expanded into the United Kingdom, advancing our global footprint. With leading key operating metrics and a commitment to innovation and disciplined execution, we are proud to continue our ambitious growth plans. Guided by our mission, "Empowering YOU to be YOU" we are a values-led, inclusive organization committed to inspiring confidence and self-expression. Proudly rooted in the chic and vibrant city of Montréal, our culture, values and distinct brands position us to shape the future of fashion while attracting and inspiring the next generation of leaders and creators.

### Corporate Website

## Stores and E-Commerce Model

As of January 31, 2026, we operate 173 stores in Canada, with retail locations in every province, and 134 stores in the United States, across 39 states.

### **GARAGE**

Canada	100
U.S.	131
Total	231

### **DYNAMITE**

Canada	73
U.S.	3
Total	76

Our physical footprint is complemented by our two E-commerce platforms, [garageclothing.com](https://garageclothing.com) and [dynamiteclothing.com](https://dynamiteclothing.com), which extend our reach and allow customers to engage with our brands seamlessly across channels. Together, our stores and digital platforms form an integrated omni-channel ecosystem designed to meet customers wherever and however they choose to shop.

## Our Structure

Our leadership team is supported by approximately 7,200 employees across Canada, the United States, and, since fiscal 2025, the United Kingdom.

Our Head Office is located in Montréal, Quebec, where more than 600 employees work across creative, merchandising, sourcing, operations, finance, digital, and corporate functions. This centralized structure allows us to maintain strong brand alignment while operating across multiple markets.

## Our Activity

At the core of our business is a commitment to building an emotional connection with our customers. This philosophy informs our design, merchandising, marketing, and omni-channel distribution strategies.

Our product assortment includes denim, pants, fleece, tops, blouses, sweaters, dresses, skirts, and jackets, categories that reflect both brand identity and evolving customer preferences.

Creative direction and design are led from our Montréal Head Office. Product development is carried out in close collaboration with long-standing supplier partners. The majority of our manufacturing takes place in Asia, where we have developed a streamlined and reliable supply chain built on enduring relationships and operational transparency.

Once production is completed at origin, products are transported to our Canadian distribution centre or to our U.S. distribution centre, which became operational in fiscal 2025. From there, inventory is allocated to stores based on regional demand patterns.

For online orders, we prioritize speed and efficiency through a flexible fulfillment model, shipping either directly from stores or from distribution centres depending on which option ensures the fastest delivery to our customers.

## Our Supply Chain

As of fiscal 2025, we worked with over **49 suppliers across more than 92 factories**. This diversified network provides sourcing flexibility while enabling us to maintain quality standards and cost discipline.

More than 70% of our volume was produced in partnership with the same trusted suppliers for more than eight years, reflecting the depth and stability of our relationships. The majority of our production is sourced from China, with additional manufacturing in Bangladesh, Vietnam, and Cambodia.

We maintain a structured supplier onboarding and evaluation process. All suppliers are informed of our standards and are subject to due diligence prior to engagement. To ensure alignment with our sustainability objectives, we integrate an ESG questionnaire into our supplier selection process and require adherence to our Supplier Agreement, Supplier Code of Conduct and Modern Slavery Policy.

Our supplier evaluation process unfolds in two phases:

### Phase One – Supply Chain Transparency

Potential suppliers are required to provide detailed information on factories involved in production, including general facility information, ESG questionnaire completion, and relevant certifications.

### Phase Two – ESG and Operational Assessment

Once factories are identified, we review their ESG certifications, their relationship with our supplier partner, and the operational impact of our production volumes. This allows us to determine whether the partnership aligns with our standards and long-term objectives.

In fiscal 2025, we continued the factory audit program launched in 2024 in partnership with QIMA.

Our 2025 efforts allowed us to reach the planned 80% of our production volume. With changes in the factory base, we are diligently monitoring the factory loading and scheduling audits accordingly to ensure our main factories have passing results and are within the established validity period.

To strengthen internal oversight, we also conducted human rights training during fiscal 2025 for our Sourcing and Product teams at Head Office, followed by training for our China Representative Office team.

## The entity's policies and due diligence processes in relation to forced labour and child labour

Our **Supplier Code of Conduct** and **Modern Slavery Policy**, updated in 2023, are shared with all suppliers to clearly communicate our expectations regarding ethical sourcing and labour standards. These documents must be signed and implemented across the supply chain as a mandatory requirement for all new suppliers.

To support practical implementation, we provide suppliers with a one-page workplace guideline summarizing key provisions of the Supplier Code of Conduct. We request that this document be displayed prominently within factories to ensure workers understand our standards and know how to report concerns directly.

Both documents are available on our website:

- [Supplier Code of Conduct](#)
- [Policy on Modern Slavery](#)

It is a mandatory requirement to have those two documents signed for all new suppliers.

GDI and GRG hold both employees and suppliers accountable for upholding human rights and ethical labour standards. Our governance framework includes legal oversight, escalation procedures, and formal mechanisms to address non-compliance. Violations may result in corrective measures, including termination of business relationships or contracts.

In December 2024, our Board of Directors approved a Whistleblowing Policy establishing three reporting channels—web platform, telephone, and mobile—allowing individuals to report concerns either anonymously or with identification. During fiscal 2025, whistleblowing posters were displayed in supplier factories to increase worker awareness.

To further reinforce transparency, we maintain a direct reporting line—[responsibility@dynamite.ca](mailto:responsibility@dynamite.ca)—which has been operational since 2023 and enables workers and stakeholders to confidentially report violations or concerns.

### [Whistleblowing Reporting Portal](#)

## Approval and Attestation

In accordance with the requirements of the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (Act), and in particular section 11 thereof, I, in the capacity of Senior Vice President, Legal Affairs and Corporate Secretary, attest that I have reviewed the information contained in the report on behalf of the governing body of the 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 within this report.

**Full name: Christian Roy**

**Title: Senior Vice President, Legal Affairs & Corporate Secretary**

**Date: April 15, 2026**

**Signature**

**I have the authority to bind Groupe Dynamite Inc.**

This report was approved by the Board of Directors of Garage International (UK) LTD. on March 31st, 2026 and signed by Jean-Philippe D. Lachance on its behalf.

**Name: Jean-Philippe D.-Lachance**

**Title: Chief Financial Officer**

**Date: April April 15, 2026**

**Signature**