

Forced and Child Labour Annual Report – Year 3

New Look Vision Group Inc.

Introduction

This report (the “Report”) is New Look Vision Group Inc.’s (“we” or the “Company”) third annual report under the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (the “Act”), and reflects continued progress in developing and implementing its forced labour and child labour compliance program. This Report outlines the approach and initiatives by the Company to identify and address the risks of forced labour and child labour in its business operations and supply chains during the financial year ending December 27, 2025. We are committed to upholding human rights and working conditions across our supply chain, recognizing the importance of ethical sourcing and labour practices.

Background

The Act aims to promote responsible corporate practices by requiring companies to report on the measures taken to prevent and reduce the risk that forced labour and/or child labour is used by them or in their supply chains. More specifically, the annual reporting requirement is outlined in section 11 of the Act.

Company Overview

The Company is a provider of eye care products and services across Canada and in the United States, operating retail optical dispensaries under multiple banners.

This Report covers the financial reporting year ending December 27, 2025 and does not represent a revised version of a report already submitted nor is it a joint report. The Company’s Business number is 862210499. The Company is not subject to reporting requirements under supply chain legislation in any other jurisdiction. The Company is a reporting entity for the purposes of the Act: (i) the Company has a Canadian business presence (has a place of business in Canada, does business in Canada and has assets in Canada); (ii) the Company meets the size-related thresholds (the Company has at least \$20 million in assets for at least one of its two most recent financial years, has generated at least \$40 million in revenue for at least one of its two most recent financial years and employs an average of at least 250 employees for at least one of its two most recent financial years); and (iii) the Company produces goods in Canada or elsewhere and imports goods produced outside Canada. The Company operates in the manufacturing and retail sectors and is headquartered in Québec, Canada.

Supply Chain

The products and/or components of the products that we distribute and sell in Canada are imported through a network of reputable external contract manufacturing organizations predominantly from the following countries: India, China, Italy, Germany, United States, Thailand and to a limited extent, France, England, Belgium, Japan, Taiwan, Vietnam, Cambodia and the Philippines. The Company's supply chain for physical goods includes primarily frames, lenses, and accessory products, sourced from both long-standing suppliers and any suppliers onboarded during the year.

Compliance Progress and Initiatives

The Company is supportive of the objectives of the Act. In this third reporting year, the Company has continued to develop, implement and roll out measures to address the elements set forth in the Act. Notably, the Company's suite of supply chain compliance tools, including its Engaging with Third Parties Policy, Supplier Code of Conduct, and Due Diligence Compliance Questionnaire for Suppliers (each outlined below), are now in place and being operationalized. Supply chain compliance and forced labour and child labour risks have been discussed on a regular basis at the Company's executive team meetings throughout the year.

Policies and Due Diligence Processes

The Company applies the following policies and practices in relation to child labour and forced labour:

- **Engaging with Third Parties Policy.** This Policy provides guidance on establishing and monitoring relationships with third parties to ensure responsible sourcing, protection of the Company's interests, compliance with applicable laws, and upholding our commitment to ethical and sustainable business practices. The Company uses a risk-based approach to identify and prioritize forced labour and child labour risks within its operations and supply chains. In applying this approach, the Company considers risk factors such as country and region of origin, product and component category, the nature of the supplier relationship and the level of transparency available in the upstream supply chain. These factors inform the Company's prioritization of supplier engagement and due diligence activities and the sequencing of its compliance program roll-out.
- **Supplier Code of Conduct.** The Company's Supplier Code of Conduct (the "**Supplier Code**") outlines the expectations for ethical, environmental, and business practices from suppliers, vendors, and contractors working with the Company. The Supplier Code prohibits forced labour, child labour, and human trafficking, in alignment with international labour standards, including the UN Guiding Principles on Business and Human Rights, and requires suppliers to allow freedom of association and collective bargaining.
- **Due Diligence Compliance Questionnaire for Suppliers.** This questionnaire is designed to gather key compliance information from current and potential suppliers to assess alignment with the Company's standards and applicable regulatory requirements, including with respect to labour practices, forced and child labour, data privacy, environmental practices, and financial and operational stability.

- The Company makes efforts to include contractual clauses in supply agreements regarding compliance with applicable laws and regulations, including specifically with respect to forced labour and child labour, compliance with the Supplier Code, and audit rights to verify compliance. Inclusion of such clauses is a standing requirement for new supply agreements, subject to limited exceptions.
- When carrying out corporate development activities, the Company's due diligence of potential acquisition targets includes an assessment of forced labour and child labour risks in the target company's supply chain, and integration planning takes such risks into account.

Forced Labour and Child Labour Risks

As a standing agenda item on the Company's weekly executive team meeting, regular discussions are had in effort to continue to assess and identify which, if any, parts of its activities and supply chains carry any (or heightened) risk of the use of forced or child labour. In particular, the Company recognizes that certain sourcing geographies present inherently higher risk profiles in the context of global forced labour and child labour concerns, and these considerations inform its supplier engagement and due diligence priorities. No specific instances of forced labour or child labour have been identified in the Company's activities or supply chains.

Remediation Measures

As the Company has not identified instances that require remediation, we have not undertaken any remediation measures. Similarly, no measures have been required to remediate the loss of income to vulnerable families, as no instances of forced or child labour have been identified.

If a concern is raised in the future, the Company's process may include internal triage, requesting additional information from the relevant supplier or business partner, evaluating corrective action options and timelines, and, where appropriate, enhanced monitoring or the use of contractual audit and compliance rights. Where disengagement from a supplier is considered, the Company would also consider the potential impact on vulnerable workers and families and how to mitigate adverse impacts where feasible.

Training

During the reporting period, the Company provided employees with training and communications relating to ethical business conduct and human rights and labour standards, including expectations reflected in the Company's third-party engagement practices. The Company has not yet implemented a dedicated forced labour and child labour training module for supply chain and procurement personnel; however, the design and delivery of such role-specific training has been identified as a priority and will be rolled out to relevant employees whose responsibilities include supplier onboarding, procurement, and supply chain management.

Assessing Effectiveness

The Company is developing procedures to assess the effectiveness of its measures in preventing and reducing the risk of forced labour and child labour in its activities and supply chains. During the reporting period, the Company's effectiveness monitoring focused on implementation progress

indicators, including adoption of key policies and tools, incorporation of forced labour and child labour expectations into contracting practices for new supplier arrangements (subject to limited exceptions), and governance oversight through periodic executive review. As the Company operationalizes supplier questionnaires and supplier engagement, it intends to expand its effectiveness assessment to include outcome-oriented indicators, such as supplier response and remediation rates, completion of targeted training by relevant employees, and tracking of identified risks and mitigation actions over time.

Future Outlook

Building on the compliance framework established in prior years, the Company's focus for the coming year includes:

- Operationalizing the due diligence framework: Distributing the Due Diligence Compliance Questionnaire to key suppliers, with priority given to those sourcing from geographies identified as carrying elevated risk.
- Supplier engagement: Communicating the Supplier Code to material suppliers and incorporating it into new and renewed supply agreements.
- Training: Developing and delivering training specifically addressing forced labour and child labour risks for employees involved in procurement and supply chain management.
- Risk mapping: Continuing to assess and map the parts of the Company's activities and supply chains that carry heightened risk of forced or child labour, including by reference to country of origin and product category.
- Effectiveness assessment: Continuing to advance the development of procedures to assess the effectiveness of the Company's compliance measures.
- Governance: Maintaining executive-level oversight of the Company's compliance program, with the possibility, if deemed useful, of establishing a dedicated sub-committee for continuous improvement.

Timeline for Implementation

We anticipate that we will continue to work on the above-mentioned measures in the current year and beyond.

Conclusion

The Company is firmly committed to upholding responsible corporate practices and ensuring that forced and child labour are not present in our supply chain. We remain dedicated to enhancing compliance for the financial reporting year ending December 26, 2026. The Company's Reports are published on its website at newlookvision.ca, under the Social Responsibility section, in both English and French.

Approval and Attestation

This report was presented to New Look Vision Group Inc.'s governing body and was approved.

In accordance with the requirements of the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (the "Act"), and in particular section 11 thereof, I attest that I have reviewed the information contained in the report on behalf of the governing body of the entity 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: Antoine Amiel

Title: Chief Executive Officer

Date: May 25, 2026 | 12:06 PM EDT

Signature:  AD25A04CE38B408...

I have full authority to bind New Look Vision Group Inc.