

Bill S-211 Reporting

1. Report Scope

This report pertains to GENUMARK, addressing the reporting requirements outlined in Bill S-211 for the financial year spanning January 1st 2024, to December 31st 2024.

2. Entity Information

Legal Name: Genumark Inc.

Business Number (CRA): 129598090

Joint Report: No

Revised Version: No

3. Financial Details:

Financial Reporting Year: Jan 1st 2024– Dec 31st 2024

4. Entity Categorizations

Canadian Business Presence:

- Has a place of business in Canada
- Does in business in Canada
- Has assets in Canada

Size-related Thresholds:

- At least \$20 million in assets for at least one of the two most recent financial years
- Generated at least \$40 million in revenue for at least one of the two most recent financial years

5. Sector and Industry

Operational Sectors/Industries:

- Wholesale trade
- Warehousing and distribution

6. Location Details

- Headquarters/Principally Located: Canada
- Province/Territory: Ontario

7. Additional Reporting:

Subject to Reporting in Other Jurisdictions: No

8. Annual Report – Prevention of Forced Labor and Child Labour:

In the previous financial year, Genumark took measures to prevent and mitigate the risk of forced labor and child labor at all stages of production and import.

Below are specific steps and initiatives undertaken:

Conducting Internal Risk Assessment:

The company has implemented processes to identify and assess potential adverse impacts associated with forced labor and child labor.

Due Diligence Policies and Processes:

Genumark currently has implemented policies and due diligence processes related to forced labor and child labor.

Supplier Requirements:

Genumark requires suppliers to have in place policies and procedures for identifying and prohibiting the use of forced labour and/or child labour in their activities and supply chains.

Standards, Codes, and Compliance:

Genumark has a supplier code of conduct that all current and new suppliers are required to sign on an annual basis.

Supplier Auditing and Monitoring:

Genumark requires supplier partners to have clear third-party audit records and on occasion has implemented Workplace Conditions Assessment (WCA) audit, performed by Intertek. When applicable, Genumark will select various factories in our supply chain to undergo such audits.

Engagement with Supply Chain Partners:

Genumark has implemented a preferred supplier program both independently and in conjunction with the Legacy Buying Group. The group's preferred suppliers consist of

approximately 75 top industry suppliers in our major product categories. Genumark monitors and manages the preferred supplier program in accordance with their status and mandate as an ISO 9001:2015 certified company. The company requires suppliers to maintain quality assurance on an ongoing basis through the management of the supplier program.

9. Entity Structure and Activities

Genumark is a distributor of promotional merchandise, uniforms and corporate apparel that is 100% owned by Menli Enterprises Inc, which is owned by the Mark Freed Family Trust. Genumark does not manufacture any of the products and merchandise, the company relies on a robust supply chain to execute merchandise projects. Most of the decoration is completed domestically in Canada and the United States, while the majority of the blank inventory carried by our import partners (i.e. raw material manufacturing) is manufactured overseas.

10. Forced Labor and Child Labour Policies and Due Diligence

Genumark currently has policies and due diligence processes in place related to forced labor and child labor.

Elements of Due Diligence Process Implemented

Existence of Policies and Due Diligence Processes

Genumark has embedded responsible business conduct principles into its policies and management systems.

Identifying and Assessing Adverse Impacts

On an ongoing basis, Genumark is identifying and assessing adverse impacts in operations, supply chains and business relationships.

11. Identification of Forced Labor and Child Labor Risks:

Genumark has started the process of identifying risks and is always working to improve our assessment. Genumark recognizes that the landscape of forced labor and child labor is dynamic and continuous efforts will be made to educate, stay vigilant and respond to emerging risks. Genumark acknowledges that this assessment needs to be regularly reviewed for any potential gaps and commits to continuously striving to recognize emerging risks.

Identification of Risks in Supply Chain

We recognize forced labor can be found in every industry and is a threat to human welfare and labor rights. Genumark has identified risks within the industry it operates in, the products it sources, and raw materials used in its supply chains. As such, we are monitoring any emerging news and will continuously work to reduce these risks within our supply chain.

Measures to Remediate Forced Labor or Child Labor

Not applicable. Genumark has not identified any instances of forced labor or child labor in its activities and supply chains. Consequently, no specific measures for remediation have been taken.

Measures to Remediate Loss of Income to Vulnerable Families

Not applicable. The Company has not identified any loss of income to vulnerable families resulting from measures taken to eliminate the use of forced labor or child labor in its activities and supply chains.

12. Employee Training on Forced Labor and Child Labor:

Genumark currently does not do formal employee training on forced labor and child labor. Genumark is in the process of implementing mandatory training and educational opportunities company-wide for the current fiscal year.

13. Policies and Procedures to Assess Effectiveness:

Genumark conducts regular reviews or/and audits of its policies and procedures related to forced labor and child labor.

Conclusion

This report aims to fulfill the requirements mandated by Bill S-211 and reflects Genumark's compliance with the specified parameters during the stated financial reporting period.

Note: This information is accurate as of the reporting period mentioned and is subject to change based on any future amendments.

Attestation:

Genumark

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.

Full name: Mitch Freed

Title: CEO

Signature:

A handwritten signature in black ink, appearing to read "MFreed", is centered below the "Signature:" label. The signature is written in a cursive, flowing style.

I have the authority to bind GENUMARK