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Annual Report

Fighting Against Forced Labour and Child Labour in Supply Chains Act (S.C. 2023, c. 9) (the "Act")

Concordia University (the "**Entity**" or "**Concordia**")

Montreal, Quebec, Canada

Financial Reporting Year: May 1, 2025 to April 30, 2026 (the "**Previous Financial Year**")

Sector: Educational Service

1. Steps taken by the Entity 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

Discussions were held with key stakeholders, and it was decided to amend Concordia's standard procurement terms and conditions (the "**Procurement T&C**") by including an additional clause pertaining specifically to forced labour and child labour (the "**Forced Labour Clause**"). The inclusion of the Forced Labour Clause became effective as of June 1, 2024. Concordia has also implemented, as of October 1, 2024, a Supplier Code of Conduct, by which suppliers selling goods to Concordia are required to eliminate any use of forced labour or child labour in the production, handling, and shipping of those goods.

2. Supplementary information in respect of the Entity

2.1. Structure, activities and supply chains

The Entity is a corporation duly incorporated by the Concordia University Act, S.Q. 1948 c. 91, as amended by S.Q. 1959-60, c.191 and S.Q. 2006, c. 69, having its head office at 1455 De Maisonneuve Boulevard West, Suite 1100, City of Montreal, Province of Quebec, H3G 1M8, and it comprises over 7000 faculty members and employees.

Concordia is not involved in any production of goods whatsoever and is instead subject to the Act due to its importing of goods. While it purchases goods mostly from vendors located within Canada, a small percentage of its total purchases of goods is made through vendors located outside of Canada. Such purchases are made for its faculty members and researchers, as well as for its own operations. Concordia imports certain goods the specificity of which makes them otherwise unavailable for purchase from within Canada, such goods usually being required for its research activities. The following is a percentage breakdown of the various countries from which Concordia imports goods:

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Percentage of the total value of goods purchased:

Breakdown by Country %	
Canada	87.663%
United States	7.582%
Other Countries - Total	4.755%

Breakdown by Country % other than Canada and United States	
France	2.737%
Japan	0.630%
United Kingdom	0.439%
Germany	0.398%
Netherlands	0.280%
China	0.136%
Bulgaria	0.028%
Ireland	0.028%
Switzerland	0.025%
South Korea	0.018%
Italy	0.014%
Hong Kong	0.008%
Turkey	0.005%
Denmark	0.004%
India	0.002%
Taiwan	0.002%
Australia	0.001%
Belgium	0.001%
Austria	0.000%

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

Concordia will not do business with any international vendors (a "**Foreign Supplier**") who, in the process of producing goods or exporting them to Canada, resort to the use of forced labour or child labour. Any Foreign Supplier from whom Concordia purchases goods for import into Canada must abide by Concordia's Procurement T&C and its Supplier Code of Conduct, to do so. As such, in agreeing to Concordia's Procurement T&C and Supplier Code of Conduct, Foreign Suppliers represent and warrant to Concordia that they have taken necessary measures to ensure that no forced labour or child labour was used at any stage of the production or importation of the goods Concordia purchases. Concordia can and will terminate any contract with a Foreign

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Supplier for which the representations having been made have been found to be erroneous and/or false.

2.3. The parts of the Entity's 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

Although Concordia does purchase goods outside of Canada, where there could be a risk of forced labour or child labour being involved in the production or importation of those goods, the volume of such purchases represents only 12.34% of its total purchases made by purchase order over the Previous Financial Year, as the remainder were made within Canada. Imported goods purchased by Concordia consist mainly of products used in its research activities.

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

At this time, Concordia does not have any knowledge of any forced labour or child labour having been involved in the production or importation of any goods it has purchased.

2.5. 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

As per point 2.4 above, Concordia does not have any knowledge of any forced labour or child labour having been involved in the production or importation of any goods it has purchased that would warrant the implementation of any remediation measures regarding any forced labour and child labour or any loss of income resulting therefrom.

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

Training was provided to employees of the Procurement Department regarding the requirements of this Act and the measures taken to address the risks of forced labour and child labour with the inclusion of the additional clauses in our Procurement T&C.

2.7. How the Entity assesses its effectiveness in ensuring that forced labour and child labour are not being used in its business and supply chain

The implementation of the new Forced Labour Clause in Concordia's Procurement T&C became effective as of June 1, 2024, and since that date, all Foreign Suppliers have accepted Concordia's Forced Labour Clauses in the Procurement T&C. Consequently, Foreign Suppliers therefore represent and warrant to Concordia that they have taken necessary measures to ensure that no forced labour or child labour was used at any stage of the production or importation of the goods Concordia purchases. In addition, Concordia has also implemented Forced Labour Clauses in its call for tender documentation.

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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 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.

Signed by:
Kathleen Lizé
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Full Name: Kathleen Lizé
Title: Chief Financial Officer
Date: May 22, 2026

I have the authority to bind Concordia University