

ARTICLE.

Fighting Against Forced Labour and Child Labour in Supply Chains Act - Annual Report 2025

(January 1, 2024 - December 31, 2024)

Article - Our Structure, Activities and Supply Chains

Trademango Solutions Inc., 844028480 BC0001, **(Article)** is a British Columbia incorporated company that retails furniture, housewares, and home décor in Canada and the USA, primarily through Article's website, Article.com. Article's annual revenues are greater than \$40 million and it employs an average workforce of greater than 250 employees.

Article enters into supply agreements with suppliers of goods from around the world including: Vietnam, China, India, Mexico, USA, Malaysia, Philippines and Indonesia. Through this network of suppliers, Article can curate and expand its offerings and deliver a distinctive experience to its customers, while working with suppliers who share our integrity & commitment to identifying & reducing risk of forced or child labour in our supply chain.

This report focuses on our core business of furniture and home goods procurement, which represents our primary supply chain risk area. While we acknowledge that internal procurement (office equipment, software, etc.) also falls within the scope of the Act, we have prioritized our external supply chain for this reporting period and hope to expand our due diligence to internal procurement in future reports.

Policies and Due Diligence Processes

To mitigate human rights risks in our business, Article has established a set of internal & external policies for both its employees & suppliers;

All of our employees are required to acknowledge and sign off on our policies outlined in our Employee Handbook's Code of Conduct & 'Prevention of Forced and Child Labour in our Supply Chain' sections prior to their first day of work. We are also working on developing an e-training module on forced and child labor risks that will be mandatory for all employees that impact our Supply Chain in 2025. After making changes to our Master Supply Agreement and Supplier Manual to address the requirements outlined in the Act, Article has continued to move its existing suppliers to the aforementioned supply agreement and require an acknowledgement of the updated Supplier Manual. In addition, Article has continued to ensure

that our existing and new vendors sign our Forced Labour and Child Labour Integrity Declaration to ensure alignment on the subject matter. As of the end of 2024, we have had no known cases of forced labour or child labour in our activities and supply chains however, we have continued to increase measures to ensure this continues.

Forced Labour and Child Labour Risks

Article utilize an Action Plan annually after submitting their report to assess the previous 12-months learnings and identify potential risks and actionable steps that can be taken to mitigate the risk of Forced Labour or Child Labour in our network. Following these assessments, Article has identified vulnerabilities in our operations, primarily due to our reliance on international vendors, which exposes us to risks associated with Forced Labour & Child Labour and have taken steps including but not limited to; changing our Supplier Manual, updating our Master Service agreement and introducing an 'Integrity Declaration' which was sent to each of our vendors for signature as outlined above.

Remediation Measures

Article has continued to assess our compliance program to identify and mitigate potential risks in our network. Since the implementation of it's risk identification measures outlined above, Article has not observed any issues with forced or child labour in its supply chain and has not had to take measures for remediation.

Remediation of Loss of Income

Article has continued to invest into our human rights and health and safety in our supply chain both internally and externally. Our sourcing function has been built in house, and has employees based in Canada, United States, Mexico, China and Vietnam, to ensure our Suppliers are assessed accordingly prior to onboarding and managed effectively thereafter. We believe this has been essential to the development of our comprehensive social compliance standards, audits and continuous improvement efforts over the past 12 months which have resulted in no required remediation of loss of income.

Training

Having identified the required responsibilities within our organization in 2023 to combat Forced Labour and Child Labor within our Supply Chain, we have made a conscious effort to ensure team members are aware of their roles and responsibilities across our network. Sourcing team members are trained on required Vendor employment practices and working conditions,

including policies on involuntary labor, human trafficking, child labor and forced labor as well as documenting Integrity Declaration Agreements from suppliers.

We are also working closely with our People & Culture department on e-learning ensuring alignment with this Act is at the forefront of our peoples practices. Employees of Article are paid as per their employment contract at or above legislated minimum wage rates. There is no opportunity for a coworker to be hired by Article and not receive the rates of pay per our agreement or their contracted salary.

Assessing Effectiveness

All employees sign the code of conduct prior to their first day of work & as previously stated, our People and Culture team are planning to roll out a required e-Learning Module for all employees are affecting our Supply Chain, which will act as an additional measure of internal education and sign off by our employees.

We have also outlined in 'Policies and Due Diligence Processes' above, how we have made changes to our Master Supply agreement and Supplier Manual to address the requirements outlined in the Act. Article has continued to move its existing suppliers to the new service agreement and have them sign an acknowledgement of the updated Supplier Manual which will be assessed annually in our Action Plan. In addition, Article has continued to ensure that our existing and new vendors sign our Forced Labour and Child Labour Integrity Declaration to ensure they are aligned with Article. Those declarations are documented to ensure we hold suppliers accountable if needed.

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 CEO, 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.



Aamir Baig, CEO Trademango Solutions Inc.

I have the authority to bind Trademango Solutions Inc.

03/13/2025