

DOREL'S MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

This statement is published on behalf of Dorel Industries Inc. and certain of its UK subsidiaries¹ (collectively, the “**Company**”) pursuant to Section 54(1) of the UK Modern Slavery Act 2015. This statement outlines the steps the Company has taken during the financial year² to ensure that slavery and human trafficking is not taking place in any of its supply chains and operations.

The Company

Dorel Industries Inc. is a Quebec public corporation listed on the Toronto Stock Exchange, with its head office located at 1255 Greene Avenue, Suite 300, Westmount, Quebec, H3Z 2A4.

Dorel Industries Inc., together with its international subsidiaries (collectively, “**Dorel**”), operates two distinct business segments, each consisting of several operating divisions or subsidiaries. Dorel has a presence in 22 countries throughout Europe, North America, South America, Asia and Australia, and employs approximately 4,000 people worldwide.

Dorel is engaged in the manufacture and sale of juvenile products, such as infant car seats, strollers, highchairs, playpens, developmental toys and health and safety aids, and home furnishings products, including ready to assemble furniture, step stools, hand trucks, and futons.

The Company's Guiding Principles

Prohibition of all forms of forced labour, including slavery and human trafficking, is a core principle of the Company.

The Company has implemented and maintained formal policies, codes of conduct for employees and suppliers, compliance standards, due diligence processes and a strong governance framework as part of its commitment to eradicate forced labour and human trafficking from its supply chains and operations.

The Company's Supply Chains

The Company identifies and only uses suppliers that demonstrate the willingness and ability to conduct their business in conformity with all applicable legal requirements and the

¹ In accordance with Section 54 of the UK Modern Slavery Act 2015, this statement is made in relation to Dorel Industries Inc., Dorel Home Furnishings Europe Limited and Dorel (UK) Limited.

² This statement covers the financial year ended December 30, 2023 for Dorel Industries Inc. and Dorel (UK) Limited, and the financial year ended December 31, 2023 for Dorel Home Furnishings Europe Limited.

Company's ethical standards. The Company remains committed to working with its suppliers to address working conditions and worker exploitation, including forced labour and human trafficking.

As a condition of doing business with the Company, every manufacturer and producer of goods for the Company must adhere to the Company's Supplier Code of Business Conduct (the "**Supplier Code**"). Suppliers are, at minimum, expected to comply with the standards set out in the Supplier Code and all applicable laws and regulations, including laws prohibiting the use of forced labour, child labour, prison labour and human trafficking.

The Supplier Code requires suppliers to identify the factories and contractors, domestic or foreign, used to produce merchandise for the Company and to certify that each factory operates in compliance with all applicable labour laws. The Company does not allow the importation of any merchandise manufactured with convict, forced, indentured labour, illegal child labour or through human trafficking.

The Company reviewed and updated its Supplier Code in the last financial year and continued to provide training to suppliers on the Supplier Code and the Company's audit program. Updates to the Supplier Code were implemented in 2024.

The Company's Workplace

The Company is dedicated to providing a safe and respectful working environment for its employees. Violence, coercion, or intimidation in the workplace is not tolerated and the Company is unequivocally opposed to forced labour, in any form.

Responsible recruitment practices and internal policies and procedures are maintained to ensure the Company's compliance with all applicable employment legislation related to staff recruitment and working conditions.

The Company also requires all employees to act ethically. The employee Code of Business Conduct (the "**Employee Code**") promotes the Company's principles of non-discrimination and respect for human rights in the workplace, addressing issues of harassment, coercion, forced labour and child labour.

To ensure an appropriate understanding of the ethical standards the Company expects all employees to uphold, the Company requires all employees to review and sign the Employee Code on an annual basis.

Monitoring Compliance

The Company continues to actively monitor its suppliers' compliance with the Supplier Code through its multi-layered audit and review process. By signing the Supplier Code, suppliers agree to conduct self-surveys of key legal compliance and workplace safety

issues, including compliance with the Company's prohibition on human trafficking and the use of convict, forced, indentured labour or illegal child labour. The Supplier Code further requires suppliers to designate one or more of its officers to inspect, on an annual basis, each facility utilized in the production of merchandise for the Company. The Company or specially trained third parties also perform on-site inspections of supplier facilities.

By maintaining its Policy on Whistle-Blowing and its whistleblower hotline, the Company ensures that any complaints regarding forced labour and human trafficking can be addressed. The Policy on Whistle-Blowing and the whistleblower hotline provide mechanisms by which any person can raise concerns about the Company's workplace or its suppliers' practices. Complaints may be reported confidentially by mail, email or by utilizing the Company's anonymous whistleblower hotline. Employees may report complaints to their supervisor or human resources department, or bypass line management and report concerns directly to the Chairperson of the Audit Committee and the CEO & President of Dorel Industries Inc.

Accountability

Accountability standards and procedures are maintained and enforced against employees or suppliers who fail to meet the Company's ethical requirements, including those related to forced labour, slavery, and human trafficking. Any supplier that fails or refuses to comply with these standards is subject to immediate cancellation of all outstanding orders with the Company, as well as termination of the supplier's business relationship with the Company. As with all violations of policy, the Company investigates employee noncompliance and takes appropriate action up to and including termination.

Conclusion

The Company remains steadfast in its commitment to human rights and will continue to evaluate its policies and practices to ensure that the use of slavery and human trafficking does not take place in its supply chains and operations.

This statement has been approved by the Board of Directors of Dorel Industries Inc. and its relevant UK subsidiaries.