

REPORT ON MODERN SLAVERY
FOR THE YEAR ENDED DECEMBER 31, 2024



Approved by the Board of Directors
on May 6, 2025

Dexterra Group Inc.
Head Office: 5925 Airport Rd., Suite 1000
Mississauga, Ontario, Canada L4V 1W1

MODERN SLAVERY REPORT FOR 2024

This report on Modern Slavery (the "Report") is being prepared and filed for the year ended December 31, 2024 by Dexterra Group Inc. ("Dexterra"), on behalf of itself, and its subsidiaries, in compliance with its reporting requirements under the Fighting Against Forced Labour and Child Labour in Supply Chains Act (the "Act").

Dexterra continues to be committed to working only with suppliers and service providers who can demonstrate their alignment with our commitment to eradicate forced and child labour from our supply chains.

As we navigate the evolving global landscape in 2025, Dexterra remains steadfast in our commitment to addressing human rights as a fundamental governance issue within our operations. Over the past year, we have taken measures to better adhere to Canada's legislation on Modern Slavery, further embedding our moral imperatives into actionable initiatives. Upholding human rights standards is not only a legal obligation but a core value that defines our approach.

Our efforts have included implementing comprehensive fair labour practices, enhancing workplace diversity and inclusion programs, and actively respecting and promoting Indigenous rights. We have also strengthened our ethical standards throughout our supply chain, helping to ensure the dignity and rights of individuals. By prioritizing human rights as a governance issue, we fulfill our societal responsibilities, contribute to sustainable development, foster trust among stakeholders, and mitigate operational risks in our interconnected world.

Corporate Structure

Dexterra is a publicly listed corporation (TSX: DXT.TO) existing under the Alberta Business Corporations Act delivering a range of support services for the creation, management, and operation of infrastructure across Canada and certain states in the United States. Our head office is located at 5925 Airport Rd., Suite 1000, Mississauga, Ontario, Canada L4V 1W1 and its registered office is located at 240 4 Ave., SW, Suite 2450 Calgary, Alberta, Canada T2P 4H4.

This Report has been prepared for Dexterra, on behalf of itself, and all its subsidiaries including the following:

- Dexterra Group Inc.
- Horizon North Camps and Catering Inc.
- Horizon North Camps and Catering Partnership
- Dexterra on Demand Inc.
- Dana Hospitality GP Inc.
- Dana Hospitality LP
- Marek Hospitality Inc.
- Dexterra Group (USA) Inc.
- Dexterra Services LLC
- CMI Management LLC (acquired February 2024)
- NRB Inc. / NRB Limited (divested September 2024)
- Pioneer Site Services Ltd.

As at December 31st 2024, Dexterra employed 8,157 employees in Canada and 375 employees in the USA.

Dexterra's business consists of two reporting segments: Support Services and Asset-Based Services;

The table below outlines the activities and supply chain of each segment.

	Support Services	Asset-Based Services
Activity	Delivers a suite of operation, maintenance, and hospitality solutions for a diverse range of public and private sector clients, including remote operations, governments, aviation, education, industrial, transit, healthcare, and leisure.	Provides workforce accommodation structures, access solutions, and space solutions to clients in the natural resources and infrastructure sectors among others.
Key Supply Chain Categories	<p>Broadline Food Service Distributor provides about 90% of its food related needs.</p> <p>Local suppliers like bakeries, green- grocers and other specialty food suppliers.</p> <p>Subcontracted services.</p> <p>North American steel.</p> <p>Fasteners/fixtures imported from abroad.</p> <p>PPE & Safety Supplies.</p> <p>Janitorial consummables.</p> <p>Cleaning equipment including heavy duty cleaners and robotic equipment obtained from the US and abroad.</p>	<p>North American steel and lumber Plumbing and electrical fixtures.</p> <p>Subcontracted building trades PPE & Safety Supplies</p>

Policies and Processes in Relation to Forced and Child Labour

Dexterra has developed a culture that promotes ethical and sustainable procurement practices, using processes that are open, fair, and transparent. This is built around our corporate values of Accountability, Diversity, Partnership, and Trust. Our corporate governance policies further enforce these values for our supply chain procurement, both directly and indirectly, through, among other things, our Code of Business Conduct and Ethics (available on our website [dexterra.com](https://www.dexterra.com)), Diversity and Inclusion Policy, Supply Chain Policy Statement, Sustainability Policy, Workplace Violence and Harassment Policy, and Workplace Health and Safety Programs. Annual sign-off and acknowledgment of these policies are mandatory for all salaried Dexterra management and employees.

These policies and programs also complement our Environmental, Social, and Governance (ESG) framework, which was first developed in 2021 and is updated annually and outlined in our 2024 Sustainability Report.

In 2024, regular supply chain working group meetings were held to:

- Assess the risks in our supply chain related to forced and child labour,
- Review and recommend updates to our corporate policies to better address forced and child labour,
- Assess other mitigations (if any), and
- Better understand our obligations pursuant to the Act.

It was determined that Dexterra's support services nature and limited importation of goods into its operations present limited exposure to forced and child labour risks. This working group regularly consulted with our Executive Leadership Team, the board of directors, and certain members of our operations teams to develop this Report and Dexterra's current processes related to the eradication of any forced and child labour in our supply chain.

Furthermore, Dexterra periodically performs preferred supplier site visits. Should there be any supply chain causes for concern, whether related to forced or child labour or other supply chain risks, an investigation will be conducted, and necessary steps will be taken to remediate the concerns or change suppliers to ensure compliance with our supply chain standards.

Areas of Risk

As noted above, the support services nature of Dexterra's work and limited importation of goods into Canada and the United States presents limited exposures/risk to forced and child labour. Our first tier supplier risk is thought to be low, due to the majority of our spend being made through major national distributors (standardizing our requirements and strengthening relationships), and not importing goods/raw materials directly from manufacturers. A significant majority of our spend is from companies that produce goods in Canada or the United States. We will continue our due diligence efforts, working alongside our suppliers to further enhance our effectiveness against forced and child labour in second and third tier supply chains.

The table below outlines the potential risk areas that we consider may be areas of concern in our supply chains.

Category	Support Services	Asset Based Services
Risk Areas	<ul style="list-style-type: none"> • Imported produce, seafood, disposables • Smallwares/Tablewares • Uniforms/Linens • Non-Slip Footware • PPE and Safety Supplies • Janitorial consummables • Moulded plastic small equipment • Janitorial Services • Uniforms 	<ul style="list-style-type: none"> • Fasteners & Fixtures • Plumbing Supplies • Electrical Supplies • Uniforms • PPE and Safety Supplies

The above risk area services and supplies are generally procured through our pool of preferred suppliers, who already have signed master service agreements in place with Dexterra, which contain clauses providing audit rights, compliance with any applicable laws and rights for Dexterra to terminate for breach of contract. Dexterra will periodically review its terms and conditions within our agreements and purchase orders with suppliers and service providers, to ensure they deter, and adequately address any perceived or actual risks of forced or child labour.

Training

Dexterra provided training for its Supply Chain and Executive Leadership teams on modern slavery issues and preventative measures, as applicable. Annual training is mandatory for all Supply Chain personnel. In 2024, Dexterra also began providing company-wide communication (e.g., electronic newsletters) to its employees about the Act and raising awareness of issues related to forced and child labour. Ongoing internal corporate communications, our annual supply chain summit, and monthly supply chain team talks ensure regular discussion and increased awareness of forced and child labour issues.

Any measures taken to remediate any forced or child labour

No situations have arisen requiring implementation of remediation measures.

Remediation of loss of income

Dexterra recognizes that efforts to prevent and reduce the risk of force labour and child labour can have unintended to a loss of income for vulnerable families; however, no situations have arisen requiring implementation of remediation measures.

How Dexterra assesses effectiveness

Dexterra acknowledges that forced and child labour is a possible risk within its operations and supply chain, though that risk is perceived to be low. Dexterra plans to monitor the effectiveness of its policies and procedures against this risk by periodically reviewing our policies and business practices to ensure they reflect our commitment to eradicate forced and child labour from our supply chain.

As part of our procurement process, Dexterra utilizes an online supplier risk management verification system to manage our service provider's/supplier's supply chain documentation and ensure that it remains current and up to date.

Dexterra also has a Whistleblower Hotline available for anyone who may have concerns about modern slavery or other topics that they may feel more comfortable reporting anonymously. The information can be found at www.dexterra.com/whistleblower-policy.

Dexterra's Enterprise Risk Management (ERM) Committee plays a vital role in overseeing the company's health, safety, quality, and environmental issues. This committee meets quarterly to review Dexterra's key enterprise risks, including those related to the supply chain. They assess the effectiveness of risk mitigations, track progress on mitigation activities, and discuss emerging risks. For more detailed information, you can refer to the ERM Charter available on Dexterra's website at www.dexterra.com.

In addition, the following actions were taken in 2024

1. Training: The Supply Chain team held two Modern Slavery training sessions in April and November 2024.
2. Corporate Communications: All staff are made aware of the Modern Slavery risks and obligations via internal company communications in May and December 2024.
3. Supply Chain Policy: Updated to reflect Modern Slavery preventative objectives.
4. Senior Staff Attestations: Starting in Q2 2024, senior staff at director level and above must complete a quarterly Compliance attestation that references compliance and awareness of forced or child labour and the effectiveness of the tools and resources that address other key risks in their areas of responsibility.
5. Supplier Attestations: Collected and reviewed the Modern Slavery reports from our top preferred suppliers.

6. Code of Business Conduct and Ethics: Updated in 2024 to specifically address Modern Slavery.
7. Master Service Agreement Templates (MSA) and Purchase Order Terms: Updated to reflect Modern Slavery considerations.
8. Online Supplier Risk Verification System: Has been updated to include mandatory questions related to forced and child labour. Service providers are required to provide and annually update the appropriate data.

This Report was approved by the board of directors of Dexterra pursuant to section 11(4) of the Act.

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.

Title: Chief Executive Officer

Date: May 29, 2025

Signature "*Mark Becker*" (signed).

I have the authority to bind Dexterra Group Inc. and all Subsidiaries.