SAVARIA CORPORATION

2025 Report

Modern Slavery Act Statement Slavery and Human Trafficking Transparency Statement for the Financial Year Ending 31st December 2025

savaria

This report covers the period of January 1, 2025, to December 31, 2025, inclusive.

1. Introduction

This joint report outlines the actions taken by **Savaria Corporation** (“Savaria” or the “Corporation”) and its wholly owned affiliates, including **Handicare Accessibility Ltd.** (whose name as of January 19, 2026 was changed to **Savaria Lifts (UK) Ltd**.) (“Handicare”) to identify, prevent, and mitigate risks of forced labour, child labour and modern slavery within our operations and supply chains.

We are committed to upholding human rights standards in alignment with:

- *Canada’s Fighting Against Forced Labour and Child Labour in Supply Chains* Act),
- the *UK Modern Slavery Act 2015;* and
- United Nations (UN) Sustainable Development Goals.

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2. Reporting Entities

This report is submitted jointly by:

- Savaria Corporation and all of its affiliates for Canada
- Savaria Lifts (UK) Ltd. for the UK.

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3. Organizational Structure, Activities and Supply Chains

3.1 Structure

Savaria was incorporated by Certificate of Incorporation issued pursuant to the provisions of the Business Corporations Act (Alberta) on October 25, 1999, and is traded on the TSX (SIS). Its head office is located at 4350 Highway 13, Laval, Québec, Canada H7R 6E9.

On March 4, 2021, Savaria announced the successful completion of its recommended cash offer for all of the issued and outstanding shares of Handicare Group AB. Following the conclusion of the acceptance period under the offer, the offer was accepted by Handicare shareholders. Consequently, Handicare became a wholly owned affiliate of Savaria.

Savaria operates a global manufacturing network with four plants in Canada (Magog (Québec), Brampton, Beamsville (Ontario) and Surrey (British Columbia)), two in the United States (Greenville (South Carolina) and St. Louis (Missouri)), one in Querétaro City (Mexico), five in Europe (Milan (Italy), Newton Abbot, Birmingham and, Kingswinford (U.K.) and Heerhugowaard (the Netherlands), and two in China (Huizhou and Xiamen). The Corporation has direct sales offices in Canada, the United States, in seven European countries (Switzerland, the Netherlands, Germany, Italy, Czech Republic, Poland and United Kingdom) and Australia. It also operates an extensive worldwide dealer network.

The following table indicates Savaria's principal subsidiaries and their jurisdiction of incorporation or formation as of December 31, 2025, all of which are wholly owned:

Subsidiary	Jurisdiction of Incorporation or Formation
Savaria Concord Lifts Inc.	Ontario, Canada
Savaria USA Inc.	Vermont, U.S.A.
Span-America Medical Systems, Inc.	South Carolina, U.S.A.
Span Medical Products Canada ULC	British Columbia, Canada
Garaventa USA, Inc.	Illinois, U.S.A.
Garaventa (Canada) Ltd.	British Columbia, Canada
Handicare Stairlifts B.V.	The Netherlands
Handicare Accessibility Ltd.	United Kingdom
Handicare Canada Ltd.	Ontario, Canada
Handicare USA LLC	Delaware, U.S.A.
Savaria Mexico S.A de C.V.	Mexico
Savaria Sales Installation and Service Inc.	Ontario, Canada
Savaria (Huizhou) Mechanical Equipments Manufacturing Co., Ltd.	China

The remaining affiliates whose assets did not represent more than 10% of the Corporation's consolidated assets or whose revenues did not represent more than 10% of the Corporation's consolidated revenues as of December 31, 2025, have been omitted.[1] The subsidiaries that have been omitted represent, as a group, less than 20% of the consolidated assets and revenues of the Corporation as of December 31, 2025.

3.2 Activities

Savaria is a global leader in the accessibility industry, which provides solutions for the elderly and physically challenged to improve their comfort, mobility and independence. The Corporation has one of the most comprehensive product lines in the industry. Within the UK, Handicare focusses on solutions that enhance the lives of disabled and elderly individuals by providing products and solutions such as curved and straight stairlifts, transfer aids, lifting equipment, and repositioning aids.

Savaria's business is structured into two reportable segments, Accessibility and Patient Care according to their respective addressable markets. Handicare is under the Accessibility segment.

[1] These are the omitted affiliates but they are covered by this report: Savaria Holding USA Inc., Savaria Lifts Ltd., 15565375 Canada Inc., Savaria (Australia) Pty Ltd. (Master Lifts), Savaria (Sweden) AB, Silvalea Ltd., Silver Cross Franchising Inc., Silver Cross Automotive Inc., Garaventa Colombia, Savaria (Queensland) Pty Ltd., Savaria Holding (Sweden) AB, Garaventa Accessibility AG, Western Elevator Ltd., Handicare Group AB, Garaventa Liftech AG, Savaria Italia S.R.L., Florida Lifts LLC, Handicare Accessibility LLC, Handicare Accesssibility BV, Garaventa Lift Florida LLC, Silver Cross Ottawa Inc., Silver Cross Oakville Inc., Silver Cross Toronto East Inc., Silver Cross St-Catherines Inc., Handicare Holding Ltd., Ultron Technologies Ltd., Magsum BV, Crystal Amethyst BV, Handicare Accessibility (Xiamen) Co. Ltd., Savaria Deutschland GmbH, Garaventa Lift AG GmbH, Garaventa Cesko S.R.O., Garaventa Polska SP Z O.O.

Core Operations, Key Products and Services of Accessibility Segment

Through its Accessibility segment, Savaria designs, manufactures, distributes and installs a wide portfolio of accessibility products including commercial elevators, home elevators, stairlifts and platform lifts for personal, residential or commercial applications. It also sells a wide variety of wheelchair accessible motor vehicles adapted for people with special needs. Savaria operates manufacturing facilities in Canada in Brampton, Ontario and Surrey, British Columbia. Through its acquisition of all the dumbwaiter and material lift assets of D.A. Matot Inc., Savaria now manufactures dumbwaiters and material lift assets at its Brampton, Ontario, Canada plant. It also has manufacturing facilities in Greenville, South Carolina, USA, in Querétaro, Mexico, in Huizhou and Xiamen in China, in Heerhugowaard, the Netherlands, in Milan, Italy and in Kingswinford and Birmingham, U.K.

Savaria products are sold worldwide through a network of approximately 1,500 dealers as well as through 28 Corporation-owned direct sales offices, through which the Corporation also provides installation, repair and maintenance services.

The Huizhou and Xiamen, China plants as well as the Querétaro, Mexico plant are the main suppliers of parts and components for the North American and European plants; also, they assemble product components and finished products mainly for the benefit of the Corporation and for the sale of products on the North American, Asian, European, and Australian markets.

Through its Silver Cross division, the Corporation operates a network of franchises and corporate stores in which new and refurbished accessibility equipment is sold. Silver Cross Automotive Inc. is a retailer of wheelchair-accessible vehicles for personal and commercial customers with locations in the provinces of Ontario, Alberta and British Columbia, Canada.

Savaria designs, manufactures, and tests its accessibility products and elevators in Canada at its plants located in Brampton, Ontario and in Surrey, British Columbia. It also has manufacturing facilities in Greenville, South Carolina, USA, in Querétaro, Mexico, in Heerhugowaard, the Netherlands, in Milan, Italy and in Kingswinford, U.K. In Canada, Savaria distributes lowered-floor minivans to accommodate people in wheelchairs.

The Accessibility segment generated revenues of $710 million in 2025 (2024: $674 million), representing approximately 78% (78% in 2024) of the total revenues of the Corporation.

Core Operations, Key Products and Services of Patient Care

From its facility in Magog, Québec, Canada, Savaria designs and manufactures an innovative ceiling lift product line designed to meet the needs of patients and caregivers by safely repositioning patients in bed or proceeding with a transfer of a patient from wheelchair to bed or bath areas using the overhead ceiling lift.

Span-America Medical Systems Inc. (“Span”) makes medical beds, therapeutic support surfaces and pressure management products used in healthcare facilities such as long-term care and nursing homes. Span operates manufacturing facilities in Greenville, South Carolina, U.S.A. (surfaces), and Beamsville, Ontario, Canada (bed frames). Span also

sells the Savaria patient care product line to home care and institutional sales channels through approximately 35 sales representatives in North America. Silvalea Limited (“Silvalea”), based in Newton Abbot, U.K., manufactures patient transfer slings and accessories. They specialize in the design and development of challenging and complex patient transfer solutions, with an extensive catalog of over 800 sling designs. The acquisition of Handicare added a production facility in St. Louis, Missouri, U.S.A. and a distribution network across North America for patient transfer, lifting and repositioning aid products. This acquisition largely complements the Savaria product offering and provides additional sales force and distribution channels for the Patient Care segment.

The Corporation has manufacturing facilities in Canada in Magog, Québec and in Beamsville, Ontario. It also has manufacturing facilities in U.S.A. in Greenville, South Carolina and in St. Louis, Missouri and also in Newton Abbot (U.K.).

At the Greenville, South Carolina, U.S.A. facility, it designs and manufactures therapeutic support surfaces, patient positioners, mattress overlays and wheelchair cushions for the medical market. At the St. Louis, Missouri, U.S.A. and Magog, Québec, Canada facilities, the Corporation manufactures ceiling lifts and slings for patient transfer in the institutional and home care markets, which are also manufactured at the Newton Abbot, U.K. facility and distributes through its St. Louis facility complementary third-party products including a variety of patient floor lift models. These products are manufactured on several different production lines which perform basic manufacturing activities, including foam cutting, fabrication, gluing, product assembly, testing, cover sewing and packaging. The components used for the manufacturing of ceiling lifts and slings are purchased from suppliers located all over the world. As for the other manufactured products that contain electrical components and pumps, those component parts are generally purchased from various suppliers, assembled and then the completed control boxes are tested, and become part of the finished products. All of the products meet the Corporation’s strict guidelines for patient safety.

At the Beamsville, Ontario, Canada facility, the Corporation designs and manufactures bed frames for the medical market. The major production processes include metal cutting and fabrication, welding, assembly, painting, testing and packaging. All component parts for the beds are either manufactured directly by the Corporation or purchased from suppliers based on the Corporation’s product specifications.

This segment generated $203 million in revenue in 2025 (2024: $194 million), representing approximately 22% of the total revenue of the Corporation (22% in 2024).

3.3 Supply Chains

Savaria maintains strong relationships with its suppliers, and our assessment for the whole group, including Handicare, indicates that the risk of human rights violations among our suppliers is low. Nevertheless, as part of our commitment, we have placed increased emphasis on the eradication of modern slavery, forced labour and child labour within our suppliers' own operations and supply chains.

Savaria’s supply chain approach is broken down by segment:

Accessibility Supply Chain

Savaria acquires most of the standard parts from external suppliers as well as from its wholly owned subsidiaries Savaria (Huizhou) Mechanical Equipment Manufacturing Co. Ltd. and Handicare Accessibility (Xiamen) Co. Ltd, both located in China as well as from its wholly owned subsidiary Savaria Mexico S.A. de C.V. located in Mexico. As for customized parts, those are manufactured at Savaria's facilities located in Canada in Brampton, Ontario and in Surrey, British Columbia as well as in Kingswinford, U.K. and in Heerhugowaard, the Netherlands.

Patient Care Supply Chain

All component parts for the beds are either manufactured directly by the Corporation or purchased from suppliers based on the Corporation's product specifications. The raw materials for the mattresses and the beds consist of polyurethane foam, nylon/vinyl fabric mattress covers and tubes, motors, pneumatic pumps, blowers, bed actuators, steel and metal stamping. In addition, corrugated shipping containers, polyethylene plastic packaging material and hook-and-loop fasteners are used. The raw materials for the slings mainly consist of polyester/nylon fabrics and polyester webbing, alongside some plastic components and biodegradable. Ceiling lift components consist of nuts, bolts, screws, circuit boards, motors, plastic molded parts, formed metal parts, and electronic handsets. We believe that the basic raw materials are in adequate supply and are available from many suppliers at competitive prices.

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4. Policies and Governance

Savaria's board of directors includes its Corporate Governance and Human Capital Committee which oversees the efforts to identify, prevent, and mitigate risks of forced labour, child labour and modern slavery within our operations and supply chains. This committee enforces the *Code of Conduct and Ethics* and includes a section on how to whistle blow, which is complemented by the Clawback Policy.

The Code of Conduct and Ethics applies to all the Savaria affiliates, including Handicare, and addresses the conduct of employees and suppliers, which must adhere to this standard, "*Savaria will conduct its business in such a way that suppliers, partners and customers can have trust in Savaria. Suppliers and partners are expected to act in accordance with ethical standards which are consistent with Savaria's ethical values*."

Savaria, in its ESG report for 2025, reinforced its commitment to United Nations (UN) Sustainable Development Goals. The report specifically stated, "*To ensure that our organization understood the policy, and the concepts of forced labour and child labour, in 2025 we conducted a dedicated Q&A session with management, procurement and operations teams, and members of the leadership team… We continue to take a proactive approach by identifying and delivering additional training opportunities tailored to the needs of each group*." The Committee shares its progress with the ESG committee to ensure that the Committee's work is aligned with the United Nations (UN) Sustainable Development Goals.

In 2025, the Forced Labour Committee ("Committee") was formed to oversee the development of Savaria's policies and implementation, and to draft this joint report, which includes the legal, HR and procurement teams.

Given that the Committee includes the people who were previously involved in the reports that were submitted for Savaria and Handicare respectively, the common knowledge was used to draft this report and to execute the next steps.

In its 2024 report, Savaria stated, "*The result of the foci was the creation of a supplier space on the main website and the publication of the Supplier Code of Conduct ("Supplier Code") published therein*." Savaria also set its next goal, "… *it was established that in 2025 that the Supplier Code would be either published directly onto subsidiary site or a link would be added to the subsidiary site which connected to the main website*." The Supplier Code covers important topics, including but not limited to: freedom of association, child labour and forced or compulsory labour.

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5. Risk Assessment

Savaria, in its 2024 report stated, "*In 2024, the Corporation completed the mapping of its tier 1 suppliers which was based on geographical location and concluded that the risk of forced and child labour child was low. To continue its vigilance, the Corporation started to map the suppliers by the categories of goods purchased*." The analysis was a strictly internal exercise, performed by the procurement team, and no external stakeholders were engaged. The mapping exercise was based on desk-based research, audits and the information gathered from self-assessment tools. For the next mapping work, we shall continue in this manner.

In 2025, the mapping exercise was completed, and it was concluded that since Savaria is vertically integrated in Mexico and China, where its sites supply key components to the two segments, and operates in other countries that possess strong labour rights frameworks that the risk of the forced labour, child labour and modern slavery is low.

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6. Due Diligence Processes

In its 2024 report, Savaria stated, "*New suppliers were referred to the Supplier Code via their onboarding package and in 2025, the team will develop a strategy to inform existing suppliers of same*." (emphasis added) In 2025, the procurement team, which also covers Handicare, started to present the code to existing suppliers and new suppliers were advised that they had to abide by the Supplier Code and complete the Suppler Self-assessment form. The team members were also trained on the new forced labour and child labour questions in the self-assessment tool, and these issues are now integral to the evaluation process. Savaria has been collecting feedback from the 2025 efforts to assess what more can be done to promote the Supplier Code and the Suppler Self-assessment form.

An important means to evaluate the compliance of suppliers is by visiting them. In 2025, Savaria leaders visited suppliers in China, UK, USA and Mexico and a key agenda item was Savaria's commitment to mitigate risks of forced labour, child labour and modern slavery within our operations and supply chains.

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7. Remediation Measures

Since no risks of forced labour, child labour and modern slavery were identified, no remediation measures were taken, and none were developed.

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8. Training and Awareness

In February 2025, a mandatory training session, designed by the Committee, was held for 34 team members, including various members of management such as Sébastien Bourassa, the President and CEO, and procurement team members who engage directly with the supply chain, to:

- introduce them to the Canadian legislation;
- explain the importance of the issues of forced labour and child labour;
- advise of reporting procedures;
- ask for feedback on training;
- ask that they advise existing suppliers of the Supplier Code of Conduct;
- discuss new onboarding processes.

In the UK, the HR team launched the Savaria UK learning hub which includes courses on modern slavery. The UK employees were reminded to take the courses, as online learning is an essential element to raising awareness about modern slavery.

The Committee also assessed the possibility of doing universal trainings for all of Savaria but due to differences in language and laws, it was concluded that we would need to proceed by region. As a result, in 2026, trainings will be made available in English, French and Spanish, and training in other languages such as Dutch and Italian will be further researched. It was agreed that to impress the importance if the subject matter in the team, that the Committee would involve Mr. Bourassa in the training materials.

The Committee also confirmed with Savaria HR, that in 2026 a reminder would remind employees to review the Code of Conduct and Ethics, which ensures that employees are aware of Savaria's standards and whistleblowing mechanisms.

Savaria continued its research on civic groups, as stated in its 2024 report, to find other sources of training and data that could be used to educate the Savaria personnel. In 2025, Savaria:

- contacted Gangmasters & Labour Abuse Authority and was added to the Partnership Bulletin list, so that it had UK input; and
- McMaster University and was added to the GFLC mailing list, so that Savaria had Canadian input.

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9. Effectiveness Assessment

Savaria has an infrastructure of conduct and is present mainly in highly regulated jurisdictions such that it is already minimising within its own organisation the risks presented by modern slavery, forced and child labour. Given that in 2025, no complaints about unethical conduct were received, the Corporation believes that its consistent

messaging on the importance of ethical conduct is one reason why there are no such complaints.

10. Future Commitments and Continuous Improvement

The Committee ensured that its 2025 actions were executed, namely:

- It reviewed the 22 affiliates whose websites could be as identified as being engaged with the supply chain to build goods. The websites were reviewed and the majority of them had links to the main website, and the following had links added:

  Handicare Trapliften | Al 135 jaar ervaring

  Hoist Slings | Specialist Patient Slings | Silvalea Ltd

  This action item ensures that Savaria is consistent across its websites on the issues of risks of forced labour, child labour and modern slavery

- It oversaw the translation and of publication of the French version the of the self-assessment tool for suppliers. This self-assessment tool specifically addresses the office of forced labour and child labour and demands feedback on the Supplier Code. In Canada, Savaria operates nationwide, so the translation of this key assessment tool in both official languages was imperative.

- It assessed the training needs as between Canada and the UK and started to develop an approach which addresses different laws in different languages.

- It participated in the Savaria UK learning hub to continue to raise awareness about modern slavery.

- It engaged with civic groups to get ideas on how to educate the personnel about modern slavery, forced labour and child labour.

- It charted the next training steps and planned out how the ethics message will be reinforced in 2026.

- It is committed to keeping the ESG committee apprised of the work done on modern slavery, forced labour and child labour so that Savaria is aligned with the and United Nations (UN) Sustainable Development Goals.

The Corporation intends to execute its 2026 plans of action. It will also carefully develop in the coming years due diligence processes; identify activities that carry a risk of modern slavery, forced labour or child labour; further develop training programs; confirm if the Corporation has identified modern slavery, forced labour or child labour risks; evaluate if the Corporation can take measures to remediate any forced or child labour and the loss of income to the most vulnerable families; and develop policies and procedures to assess its effectiveness.

11. Approval and Attestation

Canada

This report has been approved by the governing bodies of the reporting entities.

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 board member and Chair of the Corporate Governance and Human Capital Committee, attest that I have reviewed the information contained in the report on behalf of the governing body of the 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 within this report.

- **Full name** Alain Tremblay
- **Title** Board member and Chair of the Corporate Governance and Human Capital Committee
- **Date** May 25, 2026
- **Signature, accompanied by the statement "I have the authority to bind Savaria Corporation".**

A Tremblay

I have the authority to bind Savaria Corporation

UK

I, Alain Tremblay, hereby certify that the information contained in the above joint report, is factual and has been approved by Handicare's Board of Directors.

- **Full name** Alain Tremblay
- **Title** Director
- **Date** May 25, 2026
- **Signature**

A Tremblay

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