



Report on Measures Taken by
UAP Inc. to Prevent and Reduce
the Risk of Forced Labour and
Child Labour in its Supply Chain
during its Fiscal Year 2025



INTRODUCTION

This report is produced by UAP Inc. (“UAP”) and its wholly-owned subsidiary, The Benson Group, in accordance with section 11 of the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (“the Act”). The report describes the measures taken during our fiscal year ended December 31, 2025, to prevent and reduce the risk of forced or child labour being used at any stage of the production of goods, in Canada or elsewhere, or when goods are imported into Canada by the Company.

This is the third report produced by the Company under this Act and is a joint report by UAP and The Benson Group. References in this report to “UAP”, the “Company”, “our” or “we” are references to UAP Inc. and The Benson Group, collectively, unless otherwise indicated.

UAP is not subject to reporting requirements under supply chain legislation in any other jurisdictions.

1. UAP Inc.

Origin and Structure

UAP Inc., a subsidiary of Genuine Parts Company (“GPC”), is a Canadian company incorporated under the *Business Corporations Act* (Québec) in 1926 that distributes and markets automotive parts and replacement accessories for cars and heavy vehicles. At UAP, we have several different brands to meet the specific needs of consumers, automotive maintenance and repair shops, and fleet managers. We are proud to be part of the world’s largest vehicle parts distribution network.

Our head office is in Montréal, Québec, and our workforce comprises 5,842 employees (2025). We do not have any employees outside of Canada.

Parent Company














Our parent company, GPC, is based in Atlanta, Georgia, in the United States. Studies and analyses relating to the risk of forced labour and child labour were carried out by GPC for the purposes of this report.

The Benson Group

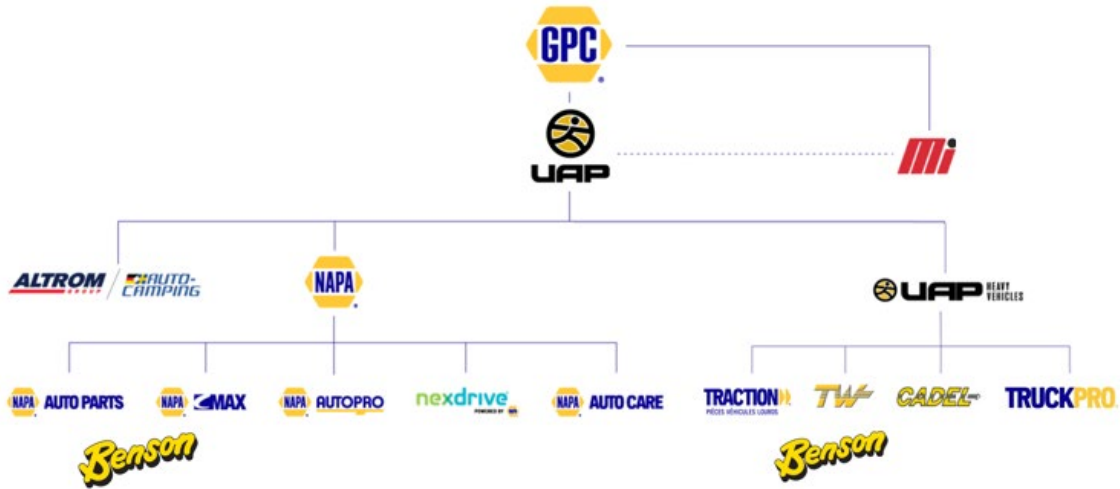
In November 2025, UAP acquired the Benson Group, a Canadian company incorporated under the *Business Corporations Act* (Ontario). The Benson Group’s head office is located in Cornwall, Ontario. The Benson Group is a distributor of automotive and heavy-vehicle parts and services with 85 locations across Ontario and Québec.

Our Divisions

Our market has two distinct segments: automotive parts and heavy vehicle parts.

Market	Division	Brands
<p>Automotive parts market</p>	<p>This division is made up of corporate and associate stores that sell auto parts, accessories, and paint and body shop supplies, as well as affiliated mechanical maintenance and repair service centres.</p> <p>It also includes NAPA and Altrom/Auto Camping distribution centres.</p> <p>In 2025, UAP acquired the Benson Group and added corporate auto parts stores and garages to this division, as well as two distribution centres: an auto parts distribution centre and a tire distribution centre.</p>	       
<p>Heavy vehicle parts market</p>	<p>This division includes associate and corporate Traction stores, affiliated TruckPro repair shops, and TW and Cadel distribution centres, which distribute parts, accessories, tools, and equipment for heavy vehicles and supply specialized parts and accessories for diesel engines and for the following industries: road transport, buses, mining, forestry, and railroads.</p> <p>In June and October 2025, the activities of the Cadel Toronto and Cadel Montreal distribution centres were consolidated to the TW Mississauga distribution centre. The Toronto and Montréal locations were closed permanently in December 2025.</p> <p>In 2025, UAP acquired the Benson Group and added mechanical service garages for trucks and trailers, as well as tire-changing garages for heavy vehicles, to this division.</p>	    

Organization Chart of UAP Divisions



2. Activities

UAP imports and distributes automotive parts and replacement accessories for cars and heavy vehicles.

We have an extensive distribution network across Canada through our NAPA, TW, Cadel, and Altrom/Auto Camping distribution centres. These distribution centres supply our associate and corporate Traction and NAPA stores and affiliated TruckPro service centres across Canada.

In November 2025, through its acquisition of the Benson Group, a parts and service distributor operating in Ontario and Québec, UAP added 85 locations to its consolidated operations. Our extensive network is complemented by two Benson distribution centres—an automotive parts distribution centre and a tire distribution centre—as well as auto parts stores and repair shops, truck and trailer mechanical service garages, and heavy-duty tire-changing garages.

3. Our Supply Chain

In 2025, our supply chain included service providers and suppliers of automotive and heavy vehicle parts.

The products we imported for our divisions in 2025 came mainly from North America, Asia, and Europe.

We work with carriers and freight forwarders based in North America, as well as with the North American subsidiaries of international carriers.

4. Supply Chain Risk Assessment

Our parent company, GPC, assesses and analyzes our supply chain risk. To determine which parts of our supply chain are considered to be at high risk of forced and/or child labour, our supply chain teams perform mapping activities using frequently updated resources from internationally recognized or governmental bodies. After assessment and analysis, a collective decision is made regarding the degree of risk for each region.

For UAP and The Benson Group, the risk of forced and child labour is due mainly to our purchase of products from international suppliers that may be located in areas considered to be high-risk.



We are also aware of the risk associated with the international carriers used in our operations. While we may use intermediaries that coordinate international transport, the marine transportation companies used have a code of conduct covering the actions they take to combat forced and child labour.

5. Due Diligence Policies and Processes

GPC and UAP have adopted organizational and governance policies that convey the companies' values and expectations. GPC's policies apply to GPC and to all its subsidiaries, including UAP and the Benson Group. GPC's and UAP's policies set a high bar for the organization, our suppliers, and our selling partners and make it clear that we do not tolerate any form of forced or child labour. GPC, UAP and the Benson Group are committed to constantly refining and improving our approaches.

We take all necessary steps, including exercising due diligence and conducting audits, to monitor our suppliers' performance and ensure that our operations do not have a negative impact on human rights. Our relevant policies are discussed in further detail below; these continued to be a mainstay of our business practices in 2025:

a. GPC's Code of Conduct

The principles set out in GPC's Code of Conduct apply to the Board of Directors and all GPC employees, in all countries, and to its consultants, agents, suppliers, vendors, distributors, and business partners ("third parties"). We expect everyone to embody the spirit and comply with the obligations of the Code of Conduct. The purpose of GPC's Code of Conduct is to guide and encourage all employees to make ethical decisions. It includes an overview of important topics, decision-making tools, examples of integrity at work, and recommendations on what to do if you witness or experience a harmful situation or misconduct.

This Code of Conduct addresses the importance of promoting the safety, health, and well-being of everyone in the communities in which GPC and its subsidiaries operate. It stresses the importance of monitoring the Company's relationships with its business partners and of never knowingly doing business with an individual or a company involved in human rights violations. Certain examples of human rights abuses are addressed in the Code of Conduct, including forced labour, illegal child labour, human trafficking, and slavery. There is also a section on GPC's whistleblower hotline for anonymously reporting Code of Conduct violations.

b. Social Responsibility Standards and Policy

GPC seeks to understand how its activities and those of its business partners may impact its stakeholders (customers, employees, suppliers, people involved in the supply chain, local communities, and society as a whole), whether negatively or positively.

The Social Responsibility Standards and Policy document underscores GPC's high standards and expectations. It provides a clear statement of GPC's expectations and requirements concerning the assessment of its suppliers, the expectations for suppliers, and the consequences of non-compliance.

The Social Responsibility Standards and Policy requires that suppliers meet certain social standards relating to, among other things, forced labour/prison labour, child labour, and compliance with law. Any supplier who fails or refuses to comply with the Social Responsibility Standards and Policy may be subject to immediate cancellation of outstanding orders, refusal or return of any shipments, and termination of the business relationship with GPC and/or its subsidiaries.

c. Human Rights Policy

GPC is committed to upholding human rights and their fundamental principles, as defined by the Universal Declaration of Human Rights. GPC's Human Rights Policy sets out GPC's commitment to ending human rights abuses at all levels of its organization.



GPC does not and will not tolerate child labour, forced labour, or human trafficking. It does not acquire parts from companies involved in such activities, nor does it avail itself of their services, nor does it maintain relationships with such companies. Its Human Rights Policy is aligned with the Universal Declaration of Human Rights, and it expects its suppliers, partners, and subsidiaries to respect these rights. As such, selecting suppliers who share the same values is essential.

Under the Human Rights Policy, GPC takes affirmative steps to ensure that its suppliers, vendors, and service providers are compliant with all applicable laws and with GPC's human rights and equality standards. In the event that national law and international human rights standards differ, GPC complies with the higher standard.

d. Supplier Code of Conduct

GPC is committed to excellence, ethics, and responsible conduct in its operations and requires its suppliers to adhere to the Supplier Code of Conduct. In so doing, the supplier undertakes to comply with the provisions set out in the Code of Conduct, two of which deal with staunch opposition to forced labour and child labour. The Supplier Code of Conduct stipulates that subcontractors must also adhere to it.

e. Engagement with Service Providers

It is important to ensure that not only our parts suppliers, but also our service providers, demonstrate responsible business practices. With this in mind, during our 2025 fiscal year, we continued our discussions and increased the number of carriers with whom we opened a dialogue about the measures, policies, and codes of conduct they have in place to combat forced and child labour.

f. Supplier Sourcing and Selection

We expect any party with which we work to adhere to business principles and values similar to our own and comply with all applicable laws and regulations. Before making any commitments toward suppliers, we take steps to appropriately evaluate the business relationship and mitigate any associated risks by carrying out risk-based due diligence and checks. In addition to risk mapping, our experienced teams use government resources to obtain relevant information about potential suppliers.

After gathering this information, and before deciding to enter into a business relationship, GPC carries out a full audit process for international direct supplier prospects located in geographic areas at high risk of forced and child labour.

The audit process includes a full quality assurance audit and a social audit to assess suppliers' compliance with GPC's Social Responsibility Standards and Policy. This process may also include onsite surveys conducted by GPC personnel.

- Quality assurance audit

The quality audit verifies suppliers' compliance with our strict quality standards.

- Social audit

The social audit is carried out by recognized external auditing firms in accordance with the SA8000® social certification standard, the international certification standard for factories and companies worldwide. It enables organizations to demonstrate their commitment to developing, maintaining, and adopting fair labour practices. This independent standard is considered the most universally accepted in the workplace.

In addition to setting global labour standards, SA8000® also includes conventions from the International Labour Organization, the United Nations Convention on the Rights of the Child, and the Universal Declaration of Human Rights.



A thorough audit report is provided by the auditing firm to the supplier and GPC, including a recommended corrective action plan, if needed. A follow-up audit is carried out to confirm that corrective measures have been taken by the supplier, identifying an appropriate remedy for any workers harmed by the supplier's practices, where applicable.

g. Assessment of the Effectiveness of Prevention and Reduction of the Risks of Forced Labour and Child Labour in our Activities and Supply Chain

GPC's audit process is ongoing and is updated regularly to ensure our suppliers meet our high social and human rights standards as set out in our policies described above. We constantly strive to identify, assess, prevent, mitigate, and remedy any impact of our operations that may affect the human rights of the people associated with our organization.

To determine our effectiveness in preventing forced labour and child labour in our supply chain, we hire external certification organizations to conduct monitoring audits of our suppliers' practices. The GPC team may also conduct on-site visits of suppliers' premises.

These checks are carried out regularly, and suppliers are informed of the results. We expect suppliers to take corrective action as soon as possible, if required. We reserve the right to terminate the business relationship if a supplier does not comply with our policies or refuses to take corrective action to ensure compliance.

During our 2025 fiscal year, we continued our dialogue with GPC to plan and implement new follow-up audit processes for UAP.

In 2025, GPC published a report on its commitments to corporate sustainability, including actions taken as part of the ESG (environmental, social, and governance) initiative. It can be found on the GPC website, at <https://www.genpt.com/sustainability>.

h. Due Diligence Policies and Processes for Controlled Entities

Following the acquisition of the Benson Group at the end of 2025, we focused our efforts on how to best integrate the Benson Group's operations with UAP's.

i. Prevention and Awareness Within Our Network

During our previous fiscal year, we continued our work on the internal assessment of our suppliers, incorporating new criteria such as compliance with regulations on local and expected practices for ethical treatment of individuals.

6. Remedial Measures and Employee Training

a. Measures Taken to Remediate Forced Labour and Child Labour

During our 2025 fiscal year, we did not have to take any measures to remedy the use of forced or child labour or measures to remedy actions that caused loss of income for the most vulnerable families.

b. Employee Training

When hired, all UAP employees, whatever their reporting level, are required to complete a series of training courses that include training on GPC's Code of Conduct.

Employees receive an attestation that they have read the Code of Conduct and that they understand the responsibilities incumbent upon them. The attestation is updated every two years, and employees must redo the training.

The latest renewal period for our anti-corruption policy and the GPC Code of Conduct began in fall 2024 and ended in March 2025. GPC and all its global subsidiaries received additional training on the principles of combatting forced and child labour. Our Code of Conduct is unique; not only does it ensure uniformity, it also sets the highest standards for rules of conduct and ethics.



During our 2025 fiscal year, we decided to repeat the anti-corruption policy and GPC Code of Conduct training for UAP employees in 2026.

Through this commitment, GPC and UAP make clear to their employees, from the moment of hiring onward, the importance they place on promoting and transmitting values that put people first.

c. Legal Advice

In 2025, we held more meetings and consultations with legal counsel and the GPC teams to ensure our legal compliance with the *Fighting Against Forced Labour and Child Labour in Supply Chains Act*.

CONCLUSION

At UAP, The Benson Group, and GPC, we care deeply about our social responsibility and the impact of our business practices. We are staunchly opposed to forced labour and child labour, as well as any action that undermines human rights. Our commitment is demonstrated in the due diligence we exercise and, in the policies, and standards we have established.

To this end, we continually improve upon our training and policies, as well as assess the effectiveness of our actions, as appropriate, in order to continue our efforts to prevent and reduce the risk of forced labour and child labour in our supply chain.

APPROVAL AND ATTESTATION

This report was approved by the Board of Directors of UAP Inc., pursuant to subparagraph 11(4)(b)(i) of the Act.

In accordance with the requirements of the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (the Act), and in particular section 11 thereof, I, in my capacity of President, North America - Automotive, GPC and Director of UAP Inc., attest that I have reviewed the information contained in the report on behalf of the governing body of UAP Inc. 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 indicated in this report.

I make the above statement in my capacity as a member of the Board of Directors of UAP Inc., for and on behalf of the Board.

A handwritten signature in black ink, appearing to read "Alain Masse", is written over a horizontal line.

Full name: Alain Masse

Title: President, North America - Automotive, GPC and Director of UAP Inc.

Date: May 26th, 2026

I have the authority to bind UAP Inc.