

Joint Supply Chain Report of Sirius XM Canada Holding Inc. and Sirius XM Canada Inc. under Canada’s *Fighting Against Forced and Child Labour in Supply Chains Act*

A. INTRODUCTION

Sirius XM Canada Holdings Inc. and Sirius XM Canada Inc. (together, “**SiriusXM**”) are committed to doing their part to prevent forced and child labour in supply chains.

As required by section 11 of the *Fighting against Forced Labour and Child Labour in Supply Chains Act* (the “**Act**”), this report outlines the steps SiriusXM has taken during the 2025 financial year (the “**Reporting Year**”) to prevent and reduce the risk that forced labour or child labour was used in goods imported into Canada by SiriusXM.

This report also describes SiriusXM’s structure, activities, supply chains and direct supplier; its policies and due diligence processes relating to forced labour and child labour; the parts of its business and supply chain that carry a risk of forced labour or child labour and the steps it has taken to assess and manage that risk; and the manner in which SiriusXM assesses its effectiveness in ensuring that forced labour and child labour are not being used in its business.

By collecting this information and regularly monitoring its business practices, SiriusXM will continue to identify, prevent, reduce, and address forced labour and child labour risks throughout its supply chain and demonstrate responsibility and transparency.

B. SIRIUSXM’S STRUCTURE, ACTIVITIES AND SUPPLY CHAINS

In accordance with the definitions set out in section 2 of the Act, SiriusXM is an “entity” and is subject to the reporting requirements of the Act because it imports into Canada goods produced outside Canada. SiriusXM is a corporation that has a place of business in Ontario, Canada, and does business across Canada.

This is SiriusXM’s first report and no previous report has been submitted for the Reporting Year.

As a federally licensed satellite radio broadcasting undertaking, SiriusXM operates in the information and cultural industry as a broadcasting and content provider, specifically in the satellite radio broadcasting, data and streaming services sector. While SiriusXM’s principal activities involve audio subscription and data services, it is also involved in the importation into Canada of radio receiver hardware and accessories.

SiriusXM’s tier 1 supplier (the “**Direct Supplier**”) is headquartered in Taiwan and has manufacturing facilities in China, Vietnam, Mexico, and Taiwan.

During the Reporting Year, SiriusXM reviewed its own activities and those of its Direct Supplier and conducted an internal assessment of risk of forced labour and/or child labour in its own operations and in the operations of its Direct Supplier. SiriusXM currently has one Direct Supplier.

In reviewing its internal activities, SiriusXM gathered information regarding its recruitment processes, internal policies, and contractual clauses with vendors. SiriusXM also gathered information regarding its Direct Supplier's human rights policies, remediation processes for victims of forced labour and child labour, and whether any gaps had been identified that required further investigation.

C. POLICIES AND DUE DILIGENCE PROCESSES

SiriusXM has policies and due diligence processes in place relating to forced labour and/or child labour in its job postings and hiring processes. As part of its due diligence process, SiriusXM verifies the identification of each successful applicant and conducts education and criminal background checks before onboarding.

In its job postings, SiriusXM states that it is an equal opportunity employer. Its hiring process is intended to be free from discriminatory practices as defined in the *Canadian Human Rights Act*, and SiriusXM promotes health and safety by implementing the requirements of Part II of the *Canada Labour Code* and the *Canada Occupational Health and Safety Regulations*.

Additionally, SiriusXM employees must annually confirm their compliance with SiriusXM's Code of Business Conduct & Ethics and Employee Equity Policies. These policies support SiriusXM's commitment to building a workplace that treats its employees with respect, fairness and dignity while promoting equity initiatives. These policies embed responsible business conduct into SiriusXM's management systems and provide for remediation where appropriate.

During the Reporting Year, SiriusXM included in its vendor intake form a clause requiring vendors to certify and warrant that neither the vendor nor any of its parents, subsidiaries, affiliates, or suppliers engages in any practice involving forced labour or child labour; that the vendor will undertake sufficient supply chain due diligence for materials it uses, distributes, or imports into Canada; and that it will evaluate and address risks of forced labour and child labour within its supply chain. Vendors must also agree to take appropriate remedial action if evidence of forced labour or child labour is found within their supply chain.

In reviewing its own operations during the Reporting Year, SiriusXM did not identify risks of forced labour or child labour in its activities and therefore determined that no remediation measures were required.

In addition to its internal policies, SiriusXM has also reviewed its Direct Supplier's policies, which are described below.

D. THE PARTS OF ITS BUSINESS AND SUPPLY CHAINS THAT CARRY RISK OF FORCED LABOUR OR CHILD LABOUR BEING USED

As noted above, SiriusXM's Direct Supplier is headquartered in Taiwan and has manufacturing facilities in China, Vietnam, Mexico and Taiwan. SiriusXM requested and obtained from its Direct Supplier its report detailing its corporate structure, activities, and policy compliance programs.

Based on the materials provided by its Direct Supplier, SiriusXM identified the following commitments made by the Direct Supplier to address forced labour and child labour risks:

- Compliance with the Responsible Business Alliance ("RBA") Code of Conduct;

- Maintenance of internal codes and policies expressly prohibiting modern slavery and human trafficking in its operations and supply chains; and
- Contractual requirements that suppliers sign sustainability and supplier code of conduct commitments.

Potential risks of forced labour and/or child labour may arise in overseas jurisdictions where labour laws and employment standards are less robust, particularly where SiriusXM does not have a direct contractual relationship with tier 2 suppliers and suppliers further down the supply chain.

To address these potential risks, SiriusXM engaged with its Direct Supplier by requesting annual reporting on its compliance programs, seeking updates where policies appeared out of date, and requesting information from its internal audits relating to potentially higher-risk areas of forced labour or child labour.

E. STEPS TAKEN IN THE REPORTING YEAR TO ASSESS, PREVENT AND REDUCE THE RISK OF FORCED LABOUR AND/OR CHILD LABOUR

As part of its due diligence process, SiriusXM engaged with its Direct Supplier and received a report describing its policies relating to the protection of human rights and the express prohibition of modern slavery and human trafficking.

Additional measures described by SiriusXM's Direct Supplier include an RBA audit program, under which suppliers are categorized by risk and selected for audit and corrective action where appropriate.

In addition, SiriusXM received information regarding the Direct Supplier's responsible minerals initiatives. These initiatives are intended to help ensure that metals and minerals are not sourced illegally from conflict-affected areas.

F. REMEDIATION MEASURES

In its risk assessment, SiriusXM did not identify any evidence of forced labour or child labour in its internal activities or in the activities of its Direct Supplier. Accordingly, no remediation measures in respect of forced labour or child labour, or related loss of income to vulnerable families were required during the Reporting Year. However, remediation measures are available at SiriusXM's Direct Supplier level, and SiriusXM would require appropriate remediation measures by its Direct Supplier should any issues arise.

G. TRAINING

During the Reporting Year, SiriusXM implemented mandatory forced labour and/or child labour awareness training for relevant SiriusXM staff. This training will continue to be provided on a regular basis going forward.

Based on publicly available reports, SiriusXM's Direct Supplier provides mandatory training for employees, including ESG and RBA training, and also provides annual anti-corruption code of conduct training.

In addition, the Direct Supplier has established complaint and violation reporting systems, as well as an integrity office task force specially trained to handle investigations and reporting, including matters relating to the risk of forced labour and/or child labour.

H. ASSESSING EFFECTIVENESS

SiriusXM has obtained from its Direct Supplier information regarding the procedures and practices it uses to assess the effectiveness of its training and related controls concerning forced and/or child labour.

For example, the Direct Supplier's human resources team assesses its hiring processes through identification and verification measures for successful candidates, including migrant workers. It also assesses effectiveness through an anonymous whistleblower portal that allows employees and suppliers to report violations of business policies. Under the Direct Supplier's audit program, approximately 50 suppliers identified as high risk are selected annually for RBA audits to verify compliance with its code of conduct and other applicable policies. SiriusXM has received a commitment from its Direct Supplier to track relevant performance indicators, including the number of cases reported where forced labour and/or child labour was used, and how such cases were resolved, including the applicable remediation or compensation to victims. For the Reporting Year, SiriusXM's Direct Supplier reported no cases of modern slavery or human trafficking identified through the supplier audits as described in its report.

SiriusXM is committed to continuing its regular review, both internally and with its Direct Supplier, to assess, prevent and eradicate forced labour and child labour from its business and supply chains.

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 President and Chief Executive Officer, 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 above. This joint report was approved by the governing body of each entity named in this report, pursuant to subparagraph 11(4)(b)(i) of the Act.

Name: Mark Redmond, on behalf of the Boards of Sirius XM Canada Holdings Inc. and Sirius XM Canada Inc.

Title: President and Chief Executive Officer

Date: May 29, 2026

Signature: "Mark Redmond"

'I HAVE THE AUTHORITY TO BIND SIRIUS XM CANADA HOLDINGS INC. AND SIRIUS XM CANADA INC.'