



Lion’s Modern Slavery Statement For the Financial Year Ended September 30, 2025

This Modern Slavery Statement is made pursuant to section 54(1) of the UK Modern Slavery Act 2015. It outlines the steps taken by Lion Group, Inc. and its subsidiaries (“Lion”) during the fiscal year ending September 30, 2025 to address slavery, servitude, child labor, human trafficking and deceptive recruiting for labor or services and other similar conduct (collectively “modern slavery”) within our business and supply chains.

This statement is published pursuant to the United Kingdom Modern Slavery Act.

Introduction

Modern slavery is a grave violation of human rights and includes offenses such as slavery, servitude, forced and compulsory labor, and human trafficking. Lion recognizes its responsibility to take a robust approach to modern slavery and is committed to acting ethically and with integrity in all business dealings and relationships.

Our Organization Structure

Lion started in 1898 in the United States and is still family owned and managed to this day. With stable family ownership, Lion takes the long-term approach to investment in the best people, new technology and systems. Lion is the largest provider of fire training equipment and facilities for first responders as well provide turnout gear to the largest fire department contracts in the United States. We employ approximately 1225 people domestically and internationally.

Lion’s Commitment to Acting Ethically and with Integrity

Lion is committed to fostering a safe and healthy environment for employees and suppliers to collaborate to ensure high quality of products and services. This commitment...

Our Supply Chains

Lion has over 103 direct material suppliers. About 87% of these suppliers are in the United States and Canada. Lion also has a large network of “indirect” suppliers from whom we procure various goods and services, which are not incorporated into our product as materials or components.

Our supply chains comprise both direct and indirect procurement of goods and services. Key supply chain areas include:

- Raw materials sourcing
- Manufacturing and assembly

We work with suppliers in the US and globally and recognize that some countries and sectors pose a higher risk of modern slavery.

Our Policies in Relation to Modern Slavery

We have implemented a suite of policies and procedures designed to uphold Lion's principles and social responsibility in our business and supply chains. These include:

- **Code of Business Ethics and Conduct:** Sets out our expectations for each of its employees to keep the work environment safe and amicable as well as conduct business relationships setting a high level of business ethics, to equal treatment of employees, complying with applicable laws and regulations.
- **Worldwide Code of Conduct:** Sets out our expectations for suppliers concerning ethical business behavior, including respect for human rights, forced labor, child labor and human trafficking.
- **OFAC and EU Sanctions Compliance Policy:** Ensure compliance with US trade and economic sanctions laws, as well as European Union (EU) sanctions laws when applicable to transaction conducted by our international subsidiary Lion Protects BV in the Netherlands.
- **Recruitment and Employment Policy:** Lion's EEO Policy prohibits discrimination or harassment based on race, color, religion, creed, sex, sexual orientation, or other legally protected status in recruitment, hiring, upgrading, promotion or other employment categories. The Company adheres to all local, state and federal laws, including laws regarding pay and freedom of employment. The Company has an Ethical Advocated hotline for employees to report any suspected violations of laws or company policies, and threats or coercion against any employees.

Due Diligence Processes

We have established due diligence procedures to identify, assess, and mitigate the risk of modern slavery within our business and supply chains, including:

- Screening and risk assessment of suppliers based on country, sector, and transaction type
- Contractual requirements for suppliers to comply with all relevant laws, including those relating to modern slavery
- Ongoing supplier monitoring through audits and site visits where appropriate
- Investigation and remediation processes in response to any allegations of slavery or human trafficking

Risk Assessment and Management

We regularly conduct risk assessments across our business and supply chains to identify and prioritize areas of elevated risk. Factors considered in our assessments include:

- Geographical location and associated human rights risk index
- Nature of goods and services supplied
- Labor practices and working conditions at supplier sites
- Level of supplier engagement and visibility

Where higher risks are identified, we may conduct enhanced due diligence, including third-party audits and deeper engagement with suppliers.

Training and Awareness

We are committed to ensuring our employees understand the risks of modern slavery and human trafficking. We provide:

- Mandatory training for all staff on identifying and responding to modern slavery risks
- Specialist training for employees involved in procurement, recruitment, and supplier management
- Updated guidance and resources on modern slavery risks as part of our ongoing compliance program

Effectiveness in Combating Slavery and Human Trafficking –

We use a variety of key performance indicators (KPIs) and monitoring processes to measure the effectiveness of our actions to prevent modern slavery:

- Number of purchasing and supply chain employees trained in modern slavery awareness
- Number of supplier audits conducted
- Reported incidents of suspected or actual modern slavery
- Remediation actions taken in response to identified risks

We review and update our policies and procedures annually to ensure continuous improvement.

Our Future Commitments

We recognize that the fight against modern slavery is ongoing. Our future commitments include:

- Continued engagement with suppliers to raise awareness and share best practices
- Strengthening our supplier due diligence processes and expanding third-party audit coverage
- Partnering with industry bodies and NGOs to tackle modern slavery collectively
- Further development of metrics to assess risk and measure progress

Approval and Endorsement

This statement has been approved by the President of Lion Group, Inc. on October 21, 2025. It will be reviewed and updated annually.

Signed,

Signed by:

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Steve Schwartz
President and CEO
Lion Group, Inc.
October 21, 2025