



2025 Report on Forced Labour and Child Labour

1. INTRODUCTION

This report relates to the financial year ended December 31, 2025. It is published by Fenplast inc. and its relevant subsidiaries, in accordance with the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (the “**Act**”) in force in Canada.

References in this report to the “Company,” “we,” “our,” and similar terms mean Fenplast inc. (“**Fenplast**”) or its subsidiary 9446-1753 Québec inc. (operating under the name Altek Portes et Fenêtres) (“**Altek**”), which is included within the scope of this report.

This report sets out the measures taken to prevent and mitigate the risk of forced labour or child labour at any stage of the production of goods in Canada by the Company or of the importation of goods into Canada by the Company.

2. PREVENTION AND MITIGATION OF FORCED LABOUR AND CHILD LABOUR RISKS

The Company recognizes the fundamental importance of human dignity and equality. We believe that economic growth and social progress go hand in hand and, accordingly, we do everything in our power to provide a safe workplace. We are committed to protecting human rights in the course of our activities and business relationships.

During the previous financial year, we continued to conduct our business in accordance with our policies promoting the well-being of our employees and to exercise diligence in our contractual relationships with our business partners. In addition, we implemented the following measures to help combat forced labour and child labour:

- We carried out an analysis enabling us to determine the location of our direct suppliers, as well as the origin of the products used by some of them in their operations.
- We collected information when hiring our workers to ensure that their free choice to work is respected, including with respect to foreign workers whom we hire from time to time.
- We visited the production facilities of certain suppliers located in regions presenting a higher risk of forced labour and child labour.

This report provides a description of these measures, as well as certain additional initiatives we foresee with respect to combating forced labour and child labour, it being understood that these initiatives are constantly evolving.

3. OUR BUSINESS ACTIVITIES AND SUPPLY CHAINS

3.1. Our activities

The Company is a Québec-owned business that has been operating since 1989 and is located on Montréal's South Shore. The Company specializes in the manufacture of doors and windows and distributes its products to resellers. The vast majority of sales are made in Québec, with the balance made in Ontario.

Our head office is in Candiac, and we operate five manufacturing facilities in Québec, namely in Candiac, Delson, Terrebonne, Drummondville and Saint-Joseph-de-Beauce.

We deeply value the well-being and development of the people who make up our community, as reflected in our ongoing involvement in charitable organizations and social causes related to children's well-being, physical activity and health. This sustained community commitment demonstrates our roots in the community and our desire to operate our business in a socially responsible manner.

Fenplast and Altek, as well as their affiliated companies, employ a total of approximately 1,100 employees. We sometimes use staffing agencies to recruit temporary personnel made up of agency employees, permanent employees referred by agencies, as well as foreign workers, who subsequently become full-fledged employees of the Company. When we employ these workers, checks are conducted to ensure that all hiring is carried out in full compliance with workers' rights.

We select staffing agencies by considering a number of criteria such as reputation, compliance with applicable laws and regulations, the internal processes and rules they apply that align with our values (including verification of identity and age, criminal background checks, employment references and credit history), as well as the personalized services offered to ensure good worker integration.

In this regard, the integration of these workers is supported by our human resources team, and these workers are provided with furnished housing located near the workplace and vehicles supplied by the Company. In addition, when recruiting a foreign worker, we undertake to provide private medical insurance pending the worker's eligibility for provincial health insurance, and we ensure that there is at least one resource person at each site who can communicate in the workers' mother tongue, thereby ensuring ongoing smooth communication with them.

3.2. Our supply chain

Our supply chain is characterized by the presence of a large number of direct suppliers with whom we maintain long-term business relationships. Our senior management has had the opportunity to visit several of their facilities, which reflects our in-depth knowledge of these business partners.

The Company's production activities require the use of the following main inputs: glass, sealed units, stained glass, aluminum, PVC resin, secondary manufacturing products and finished products.

Secondary manufacturing products include, in particular, hardware, wood, spacer bars, chemicals and paint.

In general, we procure a large portion of our products from suppliers located in the United States and Canada (80%). Among the products purchased in North America are sheets of glass, sealed units, PVC resin, wood, spacer bars and extrusion equipment. The same applies to hardware products, purchased from U.S. suppliers, and paint, which we procure locally.

However, we recognize that our Canadian and U.S. suppliers have their own supply chains and that these may include suppliers located in foreign countries, particularly in various countries in Asia, including China.

Moreover, to a limited extent, some of our direct suppliers are located overseas, particularly in the United Arab Emirates, Vietnam and Turkey, representing approximately 15% of our total purchases, while the remainder of our products purchased overseas are sourced from suppliers located in China (5%). For example, the aluminum we use comes from the United Arab Emirates, Vietnam and Turkey, and stained glass, which represents minimal imports, is acquired in Asia, or from local suppliers who themselves source in Asia.

In addition to production inputs, the Company procures machinery and equipment for the manufacture of doors and windows, particularly from Germany, Italy and Austria.

We believe that managing the social risks inherent in supply chains is our responsibility, as well as that of our suppliers, because respect for human rights is a collective responsibility that binds all businesses, regardless of where they operate.

POLICIES AND DUE DILIGENCE PROCESSES

We recognize our human rights responsibilities, which is consistent with our mandate, vision and values, and is reflected in our policies and practices. In addition, we are continuing to integrate responsible business conduct into our policies and management systems, as this is an important issue that matters to us.

3.3. Our policies Code of Conduct

The Company's Code of Conduct sets out certain rules and standards of conduct that we and our employees undertake to respect with respect to suppliers, customers, consultants, employees and other business partners of the Company. The Code of Conduct requires the Company and its employees to exercise diligence when entering into business transactions in order to avoid entering into agreements with individuals or companies involved in wrongdoing that could damage

the Company's reputation. Although this is not expressly mentioned in the Code, such a case could include avoiding contracting

with companies that use forced labour or child labour in their operations.

Occupational Health and Safety

The Company strives for excellence and places paramount importance on the occupational health and safety of its employees. To that end, an OHS vision has been rolled out and an OHS policy will be communicated to the entire group in order to ensure a consistent, structured approach aligned with best practices.

All new plant employees must review the applicable local rules to ensure that they are aware of the standards required by the Company before starting work within the business. Rigorous supervision is applied to the enforcement of occupational health and safety rules in order to prevent any situation that could adversely affect the well-being of our employees.

Policy on the Prevention and Management of Discrimination, Violence and Psychological or Sexual Harassment in the Workplace

The Company has a policy aimed at preventing discrimination, violence and psychological or sexual harassment in the workplace.

The purpose of this policy is to:

- Affirm the Group's commitment to maintaining a workplace free from all forms of discrimination, violence and psychological and sexual harassment, in order to protect the dignity and the physical and psychological integrity of all its staff;
- Foster a culture of respect that promotes collaboration and courtesy;
- Help raise awareness and inform all staff in order to prevent discriminatory, violent or harassing behaviour;
- Encourage staff to report any conduct that would contravene this Policy;
- Without depriving staff of the possibility of pursuing a remedy by means of a complaint, an action before the civil courts or any other recourse, establish a procedure for receiving and processing complaints and reports brought to the Group's attention where a staff member considers themselves to be a victim of discrimination, violence or psychological or sexual harassment, in order to put an end, where applicable, to the discrimination, violence or psychological or sexual harassment and to develop and implement solutions and/or recommendations tailored to the situation.

The Company also complies with its obligations with respect to psychological health at work and the management of psychosocial risks. To that end, internal policies have been enhanced to better address these issues, and a training program will be rolled out to all employees to

strengthen prevention, awareness and intervention in relation to psychological health for all employees, aimed at strengthening prevention, awareness and intervention in relation to psychological health.

Whistleblowing Policy

Our Whistleblowing Policy also sets out the importance of providing protection against reprisals in the event of good-faith reporting and allows for anonymous reporting. Our Company fully recognizes the importance of encouraging our employees to voice concerns in the event of wrongdoing or imminent situations, with the constant aim of providing a work environment that fosters our employees' professional development, respect and well-being.

3.4. Due diligence process

As part of our initiatives to identify and mitigate the risks of forced labour and child labour, we have implemented a supplier assessment system. This process spans a broad range of analytical criteria and includes, in particular, the sourcing activities of our direct suppliers.

The Company has also visited certain direct suppliers located in regions considered to be at higher risk of forced labour or child labour. In this regard, we conducted visits to our direct suppliers located in Turkey, Vietnam and the United Arab Emirates in order to verify product quality. During these visits, our inspectors did not identify any issues relating to forced labour or child labour. We have included in our overseas inspection procedures a component addressing human rights and employees' working conditions, particularly where operations take place in a country where there is an elevated risk of forced labour or child labour.

A questionnaire is also sent to our suppliers to confirm their practices against forced labour and child labour.

4. RISK ASSESSMENT AND CORRECTIVE MEASURES

As part of our risk assessment, we began identifying activities and supply chains presenting risks of forced labour and child labour.

Although our risk analysis is at an early stage, we recognize that some of our direct suppliers are located in regions that may present a higher risk of forced labour and child labour, particularly with respect to goods manufactured in Turkey, Vietnam and the United Arab Emirates. We are mindful of this reality, which is why we have undertaken in-person visits to the production facilities of our direct suppliers located in these regions.

In addition, we recognize the complexity of obtaining full visibility into manufacturing activities that take place upstream in our supply chain. Nevertheless, we remain vigilant and undertake to take reasonable measures to avoid

any association with business partners that use, directly or indirectly, forced labour or child labour.

The Company is committed to upholding the highest possible standards of ethics, morality and business conduct. Our Code of Conduct clearly sets out our employees' responsibility to exercise diligence when entering into business agreements, and we intend to continue assessing our suppliers' activities, particularly with respect to sourcing.

To date, we have not identified any instances of forced labour or child labour in the course of our activities and supply chain that would require remediation measures, nor any cases of loss of income for vulnerable families that could result from such measures. We encourage our employees to report any wrongdoing, including in relation to human rights violations.

5. TRAINING

Understanding the Code of Conduct and complying with it are conditions of employment with the Company. Our onboarding programs for employees include training on our Code of Conduct, our values and a number of our human resources and safety policies.

Although the Company does not currently provide employees with training on the specific issues of forced labour and child labour, we remain attentive and sensitive to these issues.

6. ASSESSMENT OF THE EFFECTIVENESS OF OUR APPROACH

Ensuring that forced labour and child labour practices do not occur in our business and supply chain is and will always remain a matter of continuous improvement. Although we have not yet taken specific measures to assess the effectiveness of our actions, we are currently establishing certain milestones that could enable us to conduct this analysis in the near future. Indeed, we intend to enhance the assessment of our direct suppliers during 2025 by asking them about the working conditions offered to their employees and by visiting additional facilities. We will then be in a position to document and monitor the evolution of these suppliers' human resources practices and thus assess the effectiveness of our actions.

7. APPROVAL AND ATTESTATION

This report was approved by the board of directors of Fenplast inc. on May 15, 2026, in accordance with subparagraph 11(4)(b)(ii) of the Act and constitutes our group's report for the financial year ended December 31, 2025.

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 entities listed in the first section of this report. To the best of my knowledge, and having exercised reasonable diligence, I confirm that the information contained in the report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year mentioned above.

I have the authority to bind Fenplast inc.

Full name: Jean Marchand

Title: President

Date: May 15, 2026