

## **2025 Report on Compliance with the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* Introduction**

This report outlines ALMAG Aluminum Inc. (“ALMAG”)’s efforts to comply with the Fighting Against Forced Labour and Child Labour in Supply Chains Act. The International Labour Organization estimates that there are approximately 27.6 million victims of forced labour worldwide, including 17.3 million in the private economy. Entities and government institutions doing business in Canada have a responsibility to ensure that exploitative forced labour practices are addressed and eradicated from their supply chains. The following report highlights the steps ALMAG took in the previous financial year to prevent and reduce the risk of forced labour or child labour anywhere in our supply chains. The report also affirms ALMAG’s commitment to ethical sourcing practices.

### **Structure, Activities and Supply Chain**

ALMAG is a recognized manufacturer known for producing customized aluminum extrusions with tight tolerances. We specialize in complex, thin-walled, and high-visual-quality products. ALMAG is headquartered in Ontario, Canada, and operates from multiple locations, including Brampton, Ontario; Pennsauken, New Jersey; and Florence, Alabama. We employ over 400 people across North America. ALMAG produces goods both inside and outside Canada.

### **Steps to Prevent and Reduce Risks of Forced Labour and Child Labour**

ALMAG recognizes the importance of taking steps to prevent and reduce the risk of forced labour or child labour in its operations or supply chains. ALMAG recognizes the importance of formal policies that address this issue. ALMAG continues to gather information on worker recruitment. ALMAG has also maintained internal controls on worker recruitment to ensure that all workers are recruited voluntarily. Furthermore, ALMAG has worked towards developing and implementing due diligence policies and processes to identify, address, and prohibit the use of illegal labour in the organization’s activities and supply chains. ALMAG will continue to finalize and implement child protection policies and processes.

### **Assessing Risks of Forced Labour and Child Labour**

ALMAG will conduct a risk assessment to identify parts of its activities and supply chains that carry a risk of forced or child labour.

### **Remediation Measures**

ALMAG has not identified any illegal labour in our activities and supply chains, and thus has not undertaken any remediation measures.

Furthermore, ALMAG has not identified any loss of income to vulnerable families resulting from measures taken to eliminate the use of illegal labour in our activities and supply chains.

## **Policies, Due Diligence Processes, and Employee Training**

ALMAG is committed to fostering a culture of respect and fairness across our policies and management systems. This past financial year, ALMAG applied its existing policies and due diligence processes related to worker protection. We are working towards finalizing forced labour and child protection policies. ALMAG provides employees with training on forced labour and/or child labour. ALMAG recognizes the need for policies, due diligence processes, and employee training in these areas. We are committed to continuing to achieve this goal and to protecting workers from abuse and exploitation by complying with all relevant forced labour and child labour laws.

## **Assessing Effectiveness**

In the past fiscal year, ALMAG maintained oversight of its operations and supply chains to ensure compliance with regulations on forced and child labour. The company will address any concerns identified during its review and compliance activities.

## **Conclusion**

ALMAG is committed to preventing the use of forced labour and child labour in its activities and supply chains. We will continue to review and improve our processes, policies, and employee training in these areas.

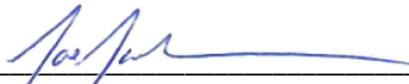
## **Attestation**

This report has been approved by the ALMAG Aluminum Inc. board of directors on May 6, 2026.

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 entity or 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.

**ALMAG ALUMINUM INC.**

Per:



Name: Joe Jackman

Title: President

*I have authority to bind ALMAG Aluminum Inc.*