

ANNUAL REPORT CONCERNING THE RISK OR USE OF FORCED LABOUR AND CHILD LABOUR IN SUPPLY CHAINS

For the Financial Year Ended December 31, 2023

This annual report (this “**Report**”) on the risk or use of any forced labour or child labour in the businesses and supply chains of Vesuvius Canada Inc. (“**Vesuvius Canada**”) and Vesuvius USA Corporation (“**Vesuvius USA**” and together with Vesuvius Canada, “**Vesuvius**”) as well as any actions taken by Vesuvius to monitor, assess, mitigate, and remediate the same, as appropriate, is dated as of May 31, 2024 and is being delivered in respect of Vesuvius’ financial year ended December 31, 2023 (the “**Reporting Period**”). This Report has been prepared in accordance and compliance with the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (the “**Act**”) and is submitted as a joint report by Vesuvius USA on behalf of the Companies pursuant to Section 2(b) of the Act.

A. Structure, Activities, and Supply Chains

Vesuvius Canada and Vesuvius USA are subsidiaries of Vesuvius plc, a public limited company, listed on the London Stock Exchange, and a constituent of the FTSE 250 index. Vesuvius plc’s compliance and sustainability efforts, including as to forced labor and child labor, are centrally managed and consistently applied throughout all Vesuvius plc’s global organization (the “**Group**”, “**we**”, “**our**” or “**us**”), including Vesuvius Canada and Vesuvius USA.

The Group is a specialist provider of high technology products and solutions to industrial customers who operate in challenging high-temperature conditions, and its technology-led products allow our customers to tackle some of the most complex problems in their production processes. The Group’s local manufacturing, local expertise and global knowledge of steel manufacturing processes gives us a special relationship with our customers. The Group is a recognized leader in molten metal flow engineering and technology. The Group thinks beyond today to create the innovative solutions that will shape the future for everyone, delivering properly sourced and compliant products and services that help its customers make their industrial processes safer, more efficient and more sustainable.

The Group both produces products in Canada and imports products from other manufacturing plants around the world into Canada to meet the requirements of its Canadian customers. Specifically, the Group sources raw materials, other tradeable goods and ancillary supplies for its manufacturing processes on a global, regional and site-specific basis. The Group VP of Procurement and the procurement team are responsible for purchasing identified categories of major raw materials used across the Group, together with the procurement of logistics. The Group’s largest purchasing spend is raw materials (predominantly in the form of high-quality technical grade treated minerals and chemicals) the majority of which is organised, monitored and controlled by global category directors, reporting to the Group VP of Procurement. Individuals within the Group subsidiary responsible for purchasing are also responsible for global logistics procurement, supplier quality and development, procurement intelligence and standardisation of purchasing processes. All purchasing of goods and services not undertaken at the Group level is undertaken by the business units and local sites, being sourced from both global and local suppliers. Operational responsibility for integration of anti-forced labour measures into business practices is held by the Group’s purchasing professionals, at Group and business unit level.

Vesuvius buys goods and services from its worldwide supply base. This includes supply from its sister companies within the Group (via inter-company transfers) and from direct suppliers (third party supply).

More than 90% of Vesuvius USA and Vesuvius Canada's Direct spend on third party suppliers is attributed to suppliers invoicing from the United States and Canada. Some of them source their materials from countries like China, Brazil and India.

Vesuvius Canada

Vesuvius Canada is a Canadian corporation with its primary offices located at: 333 Prince Charles Drive, Welland, Ontario, P.O. Box 220, L3B 5P4, Canada. Vesuvius Canada is the parent entity of one wholly-owned subsidiary.

Vesuvius USA

Vesuvius USA is an Illinois USA corporation with its primary offices located at: 5510 77 Center Drive, Suite 100, Charlotte, North Carolina 28217 (USA). Vesuvius USA is the parent entity of various wholly-owned subsidiaries.

B. Steps Taken to Prevent and Reduce Risks of Forced Labour and Child Labour

During the Reporting Period, Vesuvius took multiple steps to prevent and reduce the risk of forced labour and child labour in its activities and supply chain, including: conducting internal and external assessments of risks of forced labour and child labour in its activities and supply chains; addressing practices in the organization's activities and supply chains that increase the risk of forced labour and child labour; developing and implementing due diligence policies and processes for identifying, addressing and prohibiting the use of forced labour and child labour in its activities and supply chains; requiring suppliers to have in place policies and procedures for identifying and prohibiting the use of forced labour and child labour in their activities and supply chains; developing and implementing anti-forced labour and anti-child labour contractual clauses; monitoring suppliers; developing and implementing grievance mechanisms; developing and implementing procedures to track performance in addressing forced labour and child labour; and developing and implementing training and awareness materials on forced labour and child labour.

Further details on the foregoing are provided in this Report.

C. Policies and Due Diligence Processes

Vesuvius' Code of Conduct expressly prohibits forced or child labour in its operations. This is supported by Vesuvius' Human Rights Policy which reflects the principles contained within the United Nations Universal Declaration of Human Rights, the International Labour Organisation's Fundamental Conventions on Labour Standards and the United Nations Global Compact.

During the past year, the Group's legal team has progressed the review of the Group's standard supplier contracting terms and updated them accordingly. These updated terms enable Vesuvius to withdraw from supplier relationships if forced labour concerns are identified in the supply chain and cannot be resolved. Under the Group's supplier assessment programme, Vesuvius engages with suppliers on its business practices to ensure quality and security of supply to Vesuvius. During 2020, the Group initiated a programme to introduce supplier due diligence with respect to Environment, Social and Governance issues engaging an external rating agency to support this. The initial roll out included the Group's largest

suppliers and those identified as higher risk during the Group's Modern Slavery Risk Assessment. The Group continues to add sizeable and prioritised suppliers to this work over time. The supplier assessment programme continues to seek to ensure that the risk of forced labour is managed and governed with zero-tolerance wherever we operate.

The Group continues to encourage its employees to remain vigilant to potential forced labour and human trafficking abuses and escalate any concerns they may have with respect to these issues. Employees can report their concerns to management or through the independent 'Speak Up' helpline, where reports are reviewed and investigated independently. Vesuvius continues to seek improvements in its knowledge and remain vigilant to potential areas of heightened risk and investigate concerns raised. Where issues are highlighted through business channels these are required to be escalated to senior management for review and resolution. As with all incident reporting, individuals who raise concerns on forced labour in good faith are never, and will never be the target of retaliation.

Vesuvius also implements a number of supplier-oriented mechanisms to reduce and mitigate the risk that forced labour and child labour occur in its supply chains, as follows:

1. The terms and conditions of Vesuvius' standard form of purchase order (used in respect of the Group's globally-managed categories of A and B class materials¹) requires suppliers to represent that no goods or work provided under the purchase order have been produced using forced, indentured or convict labor or using the labor of persons in violation of the minimum working age laws in the country of manufacture or, in the case of work, where the work are performed;
2. Vesuvius has implemented a Sustainable Procurement Policy (to which suppliers, particularly those in the Group's globally-managed categories of A and B class materials, must sign and adhere), requiring Vesuvius suppliers not to tolerate the use of, or benefit from, child labour or forced labour, and not participate, whether directly or indirectly in any form of human trafficking or slavery; and
3. Vesuvius' supplier audit questionnaire (which is used to audit select suppliers every year) covers topics pertaining to the use or risk of forced labour and child labour. Commencing in 2022, a number of 'red flag' items have been included in our on-site verification questionnaire, especially addressing human rights issues, such as child or forced labour, for which immediate escalation and investigation is required in case any breach is detected. The scope of the audit also covers working conditions.

Vesuvius was also engaged in a process of verifying its supplier base of mica and graphite, as these industries have been widely recognised as having a higher risk of forced labour and child labour. In 2021, the Group contacted all of its mica suppliers and requested formal proof that they did not use child labour. Following a study of their responses, the Group requested that suppliers undertake sustainability evaluations, with a heavy emphasis on human rights. By the end of 2023, 100% of the Group's mica suppliers had certified that they did not use child labour and had completed, or were in the process of completing, a sustainability assessment. The Group has since ended its agreements with those suppliers who refused to participate in a sustainability assessment.

The Group began a similar approach with its graphite suppliers in 2022. By the end of 2023, the Group had established that suppliers representing 74% of the Group's graphite spend did not use child labour

¹ A and B class materials are primarily raw materials, handled by the Group's Category Directors.

and had finished, or were in the process of completing, a sustainability assessment. Starting in 2024, the Group also plans to start engaging with its suppliers of bauxite, aluminium, alumina and platinum on this topic.

As part of its broader sustainability agenda, the Group implemented a Supplier Sustainability Assessment programme, covering all suppliers of goods either used in its manufacturing processes and/or sold directly by the Group to customers, including resale suppliers. The Group has also partnered with an independent third-party service provider – EcoVadis – to rate its raw materials suppliers using a detailed set of criteria. These cover four themes and 21 criteria based on international standards: labour and human rights; ethics; environment; and sustainable procurement. The supplier sustainability assessment methodology complies with international standards (e.g. ISO 26000, GRI, ILO, UN Global Compact). It includes the assessment of policies, measures, certifications and reporting, along with the endorsement of external CSR initiatives and principles.

Supplier assessments are carried out via a combination of questionnaires completed by suppliers, the collection of supporting documents and evidence, and the monitoring of a large number of sources (government agencies, compliance databases, sustainability networks, international organisations, NGOs, trade unions and specialised press). Since its launch, 244 suppliers have joined the programme, representing 52% of the total raw material spend. Fewer than 1% of the suppliers assessed in 2023 did not reach the Group's minimal EcoVadis score. The Group is requiring these suppliers to implement improvement actions within a three-year time frame. Progress will be monitored through routine evaluations and an annual reassessment. Across the crucial topics, the average total score of the Group was 51.4, compared to an industry standard of 46.0.

D. Risk of Forced Labour and Child Labour in Activities and/or Supply Chains

Vesuvius previously conducted a risk assessment of its purchasing activities to identify, by location and industry, where the potential risks of forced labour might be highest in Vesuvius' supply chain. This increased Vesuvius' understanding of the potential risk areas and assisted Vesuvius in strengthening its oversight and procedures.

Vesuvius' risk assessment identified 4 industries that it does business in, which pose a higher risk of forced labour:

1. Mining and Extractive industries (raw materials)
2. Textiles (PPE & work clothing)
3. Transport and packaging
4. Maintenance, cleaning, agricultural work and food preparation

As the Group's spend with mining and extractive industry suppliers is far greater than the other three industries, and the number and diversity of suppliers is the greatest, the Group has been focusing our efforts on these industries. The Group has deepened its investigation of higher-risk raw materials, based on the studies carried out by Drive Sustainability and the Responsible Minerals Initiative on the responsible sourcing of materials in the automotive and electronics industries, with which our portfolio of raw materials shares many commonalities. During the Reporting Year, 53% of the Group's raw material

spend was covered by this risk assessment. Four categories of raw materials were identified as presenting potentially higher risk: mica, graphite, bauxite and derived materials (aluminium, alumina), and platinum.

Vesuvius' forced labour risk assessment is reviewed regularly to update for business changes and input from across its businesses. As part of this review, Vesuvius reconsiders its assessment of the higher risk industries for Vesuvius. Vesuvius' latest assessment remains consistent with the initial risk assessment performed six years ago. During this time, Vesuvius has conducted several risk assessments and reviews to identify any emerging risks related to modern slavery. As a result of growing concerns over forced labour, Vesuvius' growth procurement team has increased its focus on looking for evidence of child and forced labour.

E. Remediation of Forced Labour and Child Labour in Activities and/or Supply Chains

During the Reporting Period, no instances of forced labour or child labour in Vesuvius' activities and supply chain were identified, and as a result, Vesuvius was not required to take any measures to remediate the use of forced labour or child labour in its operations and supply chains ("**Remediation Measures**").

F. Remediation of Loss of Income in Most Vulnerable Families

As Vesuvius was not required to take any measures to remediate the use of forced labour or child labour in its own operations and supply chains, Vesuvius was not required to remediate any loss of income to the most vulnerable families resulting from any Remediation Measures.

G. Training on Forced Labour and Child Labour

During the Reporting Year, Vesuvius plc and its subsidiaries, including Vesuvius Canada and Vesuvius USA, were required to complete a modern slavery training programme targeting senior purchasing employees, aimed at raising awareness of the issues. This training program was launched in 2017, and was aimed at briefing management on the different types of human rights abuses and higher risk industries for Vesuvius, and providing them with information to assist them in identifying the warning signs of slavery and human trafficking.

Vesuvius utilizes an online training course to supplement this initial awareness training. Supplier-facing employees are enrolled into the online training which covers our policies on human rights, industry sector risks, key warning signs, 'red flags', supplier on-boarding protocols and instructions on how to escalate concerns. In addition, Vesuvius' ongoing programme of compliance training, given to management globally, includes a description of forced labour risks and red flags, and management is required to disseminate this information to their teams.

H. Assessing Effectiveness of Forced Labour and Child Labour Prevention Mechanisms

During the Reporting Year, Vesuvius refined and assessed the effectiveness of its Modern Slavery Risk Assessment through country assessments. Vesuvius also engaged an external supplier rating agency as part of this assessment, focusing on those suppliers in the identified higher risk categories. Vesuvius' assessments were conducted with assistance from Group Purchasing and local purchasing teams.

ATTESTATIONS

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 Vesuvius USA Corporation. 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.

"Cedric Woindrich"

Cedric Woindrich
Director, Vesuvius USA Corporation
May 31, 2024
I have authority to bind Vesuvius USA Corporation

Approved by the Board of Directors of Vesuvius USA Corporation this 31st day of May, 2024.

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 Vesuvius Canada 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.

"Cedric Woindrich"

Cedric Woindrich
Director, Vesuvius Canada Inc.
May 31, 2024
I have authority to bind Vesuvius Canada Inc.

Approved by the Board of Directors of Vesuvius Canada Inc. this 31st day of May, 2024.