

Modern Slavery Report (2025)

1 Introduction

- 1.1 At Cantak Corporation, we are committed to acting ethically and with integrity in all of our business dealings and relationships, and to promote compliance with applicable laws and protect the dignity and rights of all people connected to our business. We strive to work ever more closely with our suppliers to ensure their workforce, and the workforce of their supply chains are treated with respect and dignity. At the heart of our mission lies a commitment to fostering inclusive workplaces and sourcing products responsibly.
- 1.2 This is Cantak Corporation's second modern slavery report pursuant to Canada's *Fighting Against Forced Labour and Child Labour in Supply Chains Act*, made for the financial year ended March 31, 2025 (the "**Reporting Year**"). Our report outlines the measures we have in place and the efforts we undertake to assess and address risks of modern slavery and human trafficking in our business and supply chain.

2 Organisational structure, business operations and supply chains

- 2.1 Cantak Corporation is a wholly owned subsidiary company of Japan-based Metal One Corporation and an importer and a distributor in the steel sector. Cantak Corporation has business operations in Canada and employs about 25 people in Canada. Cantak Corporation's activities include the import of goods in Canada.
- 2.2 The raw materials used in the manufacture of our products are sourced from suppliers located in Japan, South Korea, China and other countries. We currently purchase steel pipes for linepipe and OCTG (Oil Country Tubular Goods) usage and steel plates to resell in the Canadian market from suppliers located in Canada, Japan, South Korea, China and other countries.
- 2.3 To learn more about our business, please visit <https://cantak.com/>.

3 Risk profile

- 3.1 We have assessed our risk profile within our own operations as low, based on country, sector and industry risks. All of our workers are employed in Canada, and we have fair and responsible employment practices in place to protect and promote workers' rights.
- 3.2 That said, we recognise that risks of modern slavery may be present in our supply chain, mainly due to the location of certain manufacturers and the difficulty in identifying all raw material suppliers (i.e., Tier 2 or 3 suppliers). Since suppliers at Tier 2 and further are not contracting directly by Cantak Corporation, we have less control and visibility over the working conditions and employment terms of their workers. We therefore continue to tailor our risk management actions to address those risks.

3.3 Our key operations and supply chains include the following:

Business operations	Supply chains	Risk assessment
OCTG (Oil Country Tubular Goods)	OCTG pipes and couplings are made in countries in the Americas, Europe and Asia. Raw materials are sourced from the Asia-Pacific region and other unknown sources.	The raw materials (steel) industry and certain countries we source from in South America, Europe and Asia have a higher inherent risk of forced labour.
Linepipe	Linepipes are made in North America, Europe, Asia-Pacific and Central Asia. Raw materials are sourced from the Asia-Pacific region and other unknown sources.	The raw materials (steel) industry and certain countries we source from in the Asia-Pacific and Central Asia regions have a higher inherent risk of forced labour.
Plate and Other products	Plates and Other products are made in North America and Asia-Pacific. Raw materials are sourced from the Asia-Pacific region and other unknown sources.	The raw materials (steel) industry and certain countries we source from in the Asia-Pacific region have a higher inherent risk of forced labour.

3.4 Cantak Corporation anticipates that its sourcing/procurement specifically from certain regions and its sourcing of raw materials such as steel are inherently more susceptible to risks of modern slavery.

3.5 Cantak Corporation assesses and manages those risks by maintaining consistent and high standards of due diligence and risk mitigation processes to monitor for and avoid modern slavery in all environments in which Cantak Corporation sources from, including developing and implementing those policies, processes and actions discussed below.

4 Policies and due diligence processes

4.1 Provisions requiring respect of human rights are included in our Code of Conduct, which all officers, employees and contractors of Cantak Corporation must read and follow. These provisions have been supplemented in the Reporting Year to specifically prohibit forced labour and child labour and make reference to the newly adopted Modern Slavery and Forced Labour Prevention Policy. This policy provides guidelines for employees and management on recognizing, preventing and reporting instances and risks of modern slavery.

- 4.2 As part of our initiative to identify modern slavery and mitigate associated risks in our business and supply chain, we have adopted the following due diligence procedures:
- (a) We use comprehensive due diligence questionnaires, which include a section on modern slavery risks, to vet new and existing suppliers as required.
 - (b) We developed a Supplier Code of Conduct setting our expectations with respect to social, environmental and ethical standards. The Supplier Code of Conduct contains specific guidelines on the prevention and mitigation of child labour and forced labour risks. Suppliers are expected to implement the policies and procedures necessary to ensure compliance with the Supplier Code of Conduct.
- 4.3 Cantak Corporation seeks to do business with suppliers that have similar values, ethics and moral business practices, including those related to human rights. Cantak Corporation will not tolerate any form of modern slavery and human trafficking in its business or within its supply chain.

5 Training

- 5.1 In the Reporting Year, we provided training to certain key employees in procurement to ensure they are aware and capable of recognizing and reporting the risks of modern slavery and human trafficking in our business and supply chains.
- 5.2 In addition, we include information regarding modern slavery risks in our employee onboarding materials and continuously raise employee awareness of forced labour and child labour risks during quarterly meetings.

6 Remediation measures

- 6.1 Over the course of the Reporting Year, we have not identified any instances of modern slavery or human trafficking in our business and supply chains, therefore, we have not been required to take remedial measures.

7 Remediation measures relating to loss of income to vulnerable families

- 7.1 We recognise that remediation measures potentially have the unintended consequence of inflicting loss of income on vulnerable groups, such as migrant labourers, unskilled labourers, indigenous people, women, or children. Over the course of the Reporting Year, we have not been required to take remedial measures, therefore, we have not had to remediate any loss of income to vulnerable families.

8 Effectiveness in combatting modern slavery risks

- 8.1 Cantak Corporation does not have any formal procedure to assess the effectiveness of our actions in preventing and reducing risks of modern slavery in our activities and supply chain, however we always seek to improve our processes where necessary.

9 Approval

- 9.1 This report is made in accordance with Section 11 of the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* and constitutes Cantak Corporation's modern slavery report for the financial year commencing on April 1, 2024 and ending on March 31, 2025.

9.2 This report was approved by the Board of Directors of Cantak Corporation pursuant to paragraph 11(4)(a) of the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* on May 31, 2025.

Signed

By: _____


Hiroaki Tamai
Executive Vice President

I have the authority to bind Cantak Corporation