

2024 Report on the *Fighting of Forced Labour and Child Labour in the Supply Chains Act*

June 18 2025

Normerica Inc.

This report is made on behalf of Normerica Inc. (“Normerica”) pursuant to the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (the “Act”) covering our most recently completed fiscal year which ended December 31, 2024. This report outlines the measures implemented to prevent and mitigate the risk of forced labour or child labour being used at any step of the production of goods in Canada or elsewhere or of goods imported into Canada by Normerica.

## **Company Structure**

Normerica is a subsidiary of Mineral Technologies Inc. (“MTI”), a U.S. company publicly traded on the New York Stock Exchange under the symbol MTX.

MTI is a leading, technology-driven specialty minerals company that develops, produces, and markets a broad range of mineral and mineral-based products, related systems and services. MTI serves globally a wide range of consumer and industrial markets, including household, food and pharmaceutical, paper, packaging, automotive, construction, and environmental. For the fiscal year ending December 31, 2024, MTI reported net sales of US\$2.1 billion, with over 4,000 employees located in 32 countries.

MTI has two reportable segments: Consumer & Specialties and Engineered Solutions.

- The Consumer & Specialties segment serves consumer end markets directly and provides mineral-based solutions and technologies that are essential to MTI’s customers’ products. The two product lines in this segment are Household & Personal Care - MTI’s mineral-to-shelf product line that serves pet care, personal and household care, fluid purification and other consumer-oriented markets, and Specialty Additives, delivering specialty mineral additives to a variety of consumer and industrial end markets including paper, packaging, construction, automotive, and food and pharmaceuticals.
- The Engineered Solutions segment combines all engineered systems, mineral blends, and technologies that are designed to aid in customer processes and projects. The two product lines in this segment are High-Temperature Technologies – combining all of MTI’s mineral-based blends, technologies, and systems serving the foundry, steel, glass, aluminum and other high-temperature processing industries, and Environmental & Infrastructure, which includes environmental and remediation solutions such as geosynthetic clay lining systems, water remediation technologies as well as drilling, commercial building and infrastructure-related products.

Normerica is a producer of cat litter and pet treats with its head office located at 1599 Hurontario St., Mississauga, ON L5G 4S1, and production facilities in Canada located in Lethbridge, Alberta, and Brantford, Ontario. Normerica has approximately 130 employees working in Canada at its production facilities and head office. Normerica is incorporated under

the *Business Corporations Act* (Ontario), and has subsidiaries in Canada, the United States, Barbados and Thailand.

The business of Normerica is primarily dominated by the cat litter production, with over 80% of its revenue in this line of business. Key raw materials for the cat litter business are mined at MTI's production facilities in Colony and Lovell, Wyoming, and shipped by rail to our production facilities in Canada. At our production facilities, raw materials are blended, put into retail-ready packaging, and shipped retail partners across Canada and the US. Normerica also has a smaller line of business in pet treats, which are sold under the name VitaLife. The pet treats are produced by a third-party manufacturing facility in China and, in 2024, were produced in our production facility in Wangnoi, Thailand.

### **Governance and Policies**

Normerica and MTI are committed to promoting safety, ethical conduct and responsible resource management to improve our workplaces and communities.

These values are embedded in our business strategy and culture. They inspire every decision we make. And they are vital to how we advance our technologies and improve our products and processes.

As our business continues to grow, we'll continue exploring new possibilities to build sustainability into every step we take – so we can help support a healthy environment and a better future.

Annually, MTI publishes a Corporate Responsibility & Sustainability Report for our employees and stakeholders to reinforce our culture, our values, and the role sustainability plays in all activities at MTI. The 2023 Corporate Responsibility & Sustainability Report is MTI's most recent report. It is available at [MTI Sustainability 2023.pdf](#) The 2023 Sustainability Report covers performance and data from the period of January 1, 2023 to December 31, 2023. Our 2024 report will be available and posted on our website by July 31, 2025. The 2023 Sustainability Report uses the Global Reporting Initiative's (GRI) framework as a guide for identifying, measuring, and reporting our non-financial impacts. It also continues to disclose elements using the recommendations of the Sustainability Accounting Standards Board (SASB) and the Task Force on Climate-Related Financial Disclosures (TCFD).

## Approach to Sustainability

MTI and Normerica are committed to operating ethically and responsibly while creating value for our customers, employees, communities, and other stakeholders. We look at sustainability holistically, understanding that addressing the continuum of environmental, social, governance, and ethics issues is critical to the success of our business. Sustainability is a vital driver of our long-term growth. Through continued learning and improvement, we are making progress in addressing today's most urgent challenges while capturing opportunities for the future.

## Summary of Policies on Business Conduct

As a subsidiary of MTI, Normerica is required to comply with MTI's Summary of Policies on Business Conduct (the "Code of Conduct"). The Code of Conduct outlines MTI's expectations for business conduct and practices for all of its subsidiaries. It includes provisions on conducting business with high ethical and legal standards. It also highlights MTI's commitment to complying with the laws and regulations of its host communities. All employees are expected to ensure compliance with the Code of Conduct and report possible violations. It is strict MTI policy that no director, officer, or other employee will in any way take retaliatory action against any person who makes a report of a violation of any applicable law, rule, or regulation, or any related MTI policy or procedure.

MTI's Summary of Policies on Business Conduct is located at: [Code of Conduct](#).

## Human Rights Policy

As a subsidiary of MTI, Normerica adheres to MTI's Human Rights Policy. Accordingly, Normerica is committed to sustainable business practices that ensure the well-being of our employees, customers and the communities in which we operate. We promote and support human rights consistent with our Values and are committed to complying with all applicable laws and standards related to labor practices and human rights in all of our locations. We also respect and are aligned with international human rights principles aimed at promoting and protecting human rights, including the United Nations Guiding Principles on Business and Human Rights, United Nations Universal Declaration of Human Rights and the United Nations Global Compact. We contribute to the fulfillment of human rights through compliance with laws and regulations wherever we operate, as well as through training which is an important part of effective human rights practices. We therefore undertake efforts to build awareness about our human rights policies and procedures and expect our global workforce to act in furtherance of this commitment, as outlined in MTI's Summary of Policies on Business Conduct and other policies. Pursuant to MTI's Human Rights Policy, we reject child labor, any form of forced labor and modern forms of slavery, and human trafficking.

MTI's Human Rights Policy is located at: [Human Rights Policy](#).

## Supplier Code of Conduct

In addition to our commitment to human rights, MTI and Normerica expect our suppliers, vendors, business partners and other stakeholders to share our respect for human rights and conduct their business accordingly, in compliance with MTI's Supplier Code of Conduct. Pursuant to MTI's Supplier Code of Conduct, MTI and Normerica expects its suppliers to uphold the human rights of all individuals associated with their operations. Neither MTI nor Normerica will not tolerate any supplier who engages in child labor, slave labor, human trafficking or other forced labor practices. Suppliers must comply with all applicable local or national labor laws regarding compensation, minimum living wage, and maximum working hours, and must not violate any laws relating to corporal punishment. Suppliers must also respect employees' lawful right of freedom of association, as well as their right to join or not join a labor union and to collectively bargain. Suppliers must implement systems and controls to promote compliance with laws and the Supplier Code of Conduct, as well as to comply with their contractual obligations to MTI and its subsidiaries. Suppliers may never make a false statement or falsify the records of the work they do on behalf of MTI or any of its subsidiaries. MTI expects to conduct supplier audits and receive notification of corrective actions. Suppliers should report any violations of this Supplier Code of Conduct to us. In addition, suppliers who believe an employee of MTI or any of its subsidiaries, or anyone acting on behalf of MTO or any of its subsidiaries has engaged in illegal or otherwise improper conduct with respect to their business with the supplier, should report the matter to MTI.

MTI's Supplier Code of Conduct is located at: [Supplier Code of Conduct](#).

## **Due Diligence Processes**

Normerica purchases a variety of items from many various reputable and established suppliers, in accordance with MTI's supply chain processes. MTI is not, at this time, in a position to monitor the operations of every one of its many suppliers whether by way of self-conducted audits or through third party auditing. MTI has, however, historically, conveyed to and expects its suppliers to adhere to applicable law, including employment laws, and is in the process of updating its supply chain policies and processes.

## Supplier Assessments, Qualification, And Reviews

Prior to engagement of a supplier, MTI follows a qualification process which may include interviewing the prospective supplier and conducting a risk-based assessment, which may also include supplier questionnaires and in some cases audits of supplier facilities. MTI's expectation for compliance with ethical and legal standards is communicated to all potential suppliers. MTI continuously strives to improve its supply chain. Once a supplier is engaged, MTI

and the supplier may develop performance targets and objectives and MTI monitors business performance through periodic evaluation and review of these performance targets and objectives.

### Supplier Audits

While MTI does not currently audit every supplier, MTI does regularly audit certain suppliers to confirm compliance with supplier performance and quality standards. Audits are performed by MTI or third parties contracted by MTI. The audits are not solely for the purpose of investigating a supplier's reliance on human trafficking or slavery, but in the event such activities are detected during the audit, MTI would take appropriate action.

### Supplier Agreements

MTI has supply agreements and/or purchase order terms and conditions with all of its suppliers. These contracts include a certification and agreement to comply with all laws and regulations applicable to that supplier, including employment laws. As a responsible manufacturer, should we have any reason to believe that a raw material supplier is engaging in slavery or other unlawful human trafficking, we would take immediate action. For instance, according to MTI policy, suppliers will be removed from the Bidder's List when found to have engaged in illegal or unethical practices.

### Employee Training and Compliance

All employees are required to acknowledge compliance with the MTI Code of Conduct in writing each year. MTI has internal training programs which, among other things, focus on the values set forth in the Code of Conduct. Employees whose job responsibilities include supply chain management, including international sourcing, receive such training. The training emphasizes that employees must not only comply with all applicable laws and regulations, but also must report to MTI any known or suspected violations of law or ethics, which could include violations of laws relating to human trafficking or slavery in MTI's supply chain. Failure of any employee to comply with MTI's Code of Conduct, including its reporting requirements, can lead to disciplinary action up to and including termination.

### Compliance Hotline

We encourage employees and third parties to report any suspected violations of our policies or local or international law (including those relating to human rights) to senior management or through MTI's Compliance Hotline (1-800-869-3086) or electronically. The MTI Compliance Hotline is proactively communicated to employees via posters at each site, employee onboarding, and verbally provided during periodic internal audits and through our intranet. The hotline provides confidentiality and, where permitted by law, anonymity to report any potentially illegal, unethical, or improper conduct. Every case reported to the MTI Compliance

Hotline is carefully processed and analyzed against a set of basic criteria, which help us decide if corrective action is required to mitigate further risks.

### Assessment of Effectiveness

As part of our governance processes, we monitor compliance with our policies on an ongoing basis. We also review any concerns raised through our hotlines and other mechanisms of employee feedback. To date no significant concerns or complaints have been identified and we believe that we are at low risk. We continue to assess effectiveness in ensuring that forced labour and child labour are not being used in our business and supply chains on an ongoing basis.

### **Risk Assessment**

As described in the 2023 Sustainability Report, MTI updated our human rights policy in 2024 and our Supplier Code of Conduct in early 2023 for both our internal operations and our supply chain to protect against potential salient human rights risks. We conducted interviews with stakeholders and examined potential issues that were described by both internal and external stakeholders. Based on the countries where we operate, our business activities, and the suppliers we engage with, we have identified six salient human rights risks in our supply chain, including risks with respect to forced labor and child labor. These supply-chain and operations salient risks are not exclusive to MTI, but are associated with all mining, manufacturing, and technology companies and their supply chains. MTI is unaware of any specific concerns in our supply chain and operations; however, we understand that some risks are more common in certain geographies. MTI has strategies to identify, prevent, and mitigate these salient risks, including our management systems, internal and external auditing practices at least every two years, supplier selection, evaluation and approval systems, as well as due diligence procedures to uncover and monitor these risks. As described above, for risks that occur in our supplier operations, we conduct a dialogue with our suppliers, and, if needed, investigate and identify ways to mitigate the risks.

### **Measures Taken to Remediate Forced Labour and Child Labour**

Normerica has not identified any instances of forced labour or child labour in its supply chains. Consequently, no remediation measures were required for the fiscal year ended December 31, 2024, in respect of any modern slavery – including forced labour or child labour – in Normerica’s supply chains.

### **Measures Taken to Remediate Loss of Income to Most Vulnerable Families That Result From Measures Taken to Eliminate Use of Forced Labour and Child Labour**

As noted above, as Normerica has not identified any instances of forced or child labour in its supply chains, it has not taken any associated measures to remediate loss of income to the most

vulnerable families that result from measures taken to eliminate the use of forced or child labour.

### **Approval and attestation**

In accordance with the requirements of the Fighting Against Forced Labour and Child Labour in Supply Chains Act (Act), and in particular section 11 thereof, I, in the capacity of [title], attest that I have reviewed the information contained in the report on behalf of the governing body of the entity 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 within this report.

A handwritten signature in black ink that reads "James Papp". The signature is written in a cursive style with a large initial 'J' and a long, sweeping tail on the 'p'.

Name: Jim Papp

Title: VP & GM – Global Petcare

I have the authority to bind Normerica Inc.

June 18 2025