

Re: Anti-Forced Labour Report

05/08/2026

Dear Board Of Directors,

As per the law of Canada’s Fighting Against Forced Labour and Child Labour in Supply Chains Act, Wanhua Chemical Canada Inc. is required to file this Report, which summarizes the efforts that company took, including but not limited to anti-forced labour policies, practices, as well as tracing of raw material and mapping of supply chain. Please approve the Report attached, and e-sign it. We are required to submit this Report to Canadian government by the end of May 2026.

Wanhua Chemical Canada Inc. Board of Directors

签署人：

Wenping Zhang

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Wenping Zhang

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Chong Wang

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Chong Wang

DocuSigned by:

Jacob Sturgeon

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Jacob Sturgeon

Signed by:

Jianming Shao

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Jianming Shao

Wanhua Chemical Canada Inc. Report Prepared Pursuant to Canada's Fighting Against Forced Labour and Child Labour in Supply Chains Act

1. Introduction and Identity

This Report is produced by Wanhua Chemical Canada Inc. (collectively, "**WCC**", "**our**", "**us**" and "**we**") for the financial reporting year ended 2025 (the "**Reporting Period**") and sets out the steps taken to prevent and reduce the risk that forced labour and child labour is used at any step in the production of goods in Canada or elsewhere or of goods imported into Canada.

This Report has been prepared and filed pursuant to Canada's *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (the "**Act**").

2. Steps Taken During the Reporting Period to Prevent and Reduce Risks of Forced Labour and Child Labour

- WCC places significant emphasis on compliance with labour laws, including forced and child labour compliance.
- We have commitment that all products imported to Canada comply with applicable laws and regulations, including but not limited to forced and child labour.
- WCC is committed to conducting all business and affairs lawfully and with integrity. Our employees have a responsibility and are expected to hold themselves to professional legal and ethical standards. Each employee is also expected to adhere to the respective local, provincial, federal laws, and corporate guidelines. Our HR policies aim to cultivate a culture of trust, transparency, and professionalism.
- WCC's pre-onboarding process requires all new hires at WCC to review and acknowledge the contents of WCC's HR handbook. This handbook encapsulates our organizational policies, procedures, and expectations, serving as a guide for conduct and performance standards within our company.

3. Structure, Activities and Supply Chains

Structure

Within WCC, a lean organizational structure has been established to efficiently conduct business operations. This structure encompasses essential functions vital for the seamless functioning of the organization. Key departments include Sales, Technical Service, Legal, Human Resources, Information Technology, Customer Service, Planning, Logistics, and Finance. The General Manager is the head of the organization supported by the Board of Directors.

Activities

WCC is a distribution company who purchases material from overseas suppliers and sells materials mainly within Canada. Besides these sales activities, WCC also provides technical support, terminal and warehouse storage, and transportation activities, which support the sales.

Supply Chains

WCC is not a manufacturer; all material sold by WCC is imported from foreign suppliers. WCC has a domestic supply chain network throughout Canada including over 5 warehouses and over 5 transloader facilities.

4. Policies and Due Diligence Processes

WCC is committed to conducting all business and affairs lawfully and with integrity. Our employees have a responsibility and are expected to hold themselves to the highest legal and ethical standards. Each employee is also expected to adhere to the respective local, state/provincial, federal laws, and corporate guidelines. Our HR policies aim to cultivate a culture of trust, transparency, and professionalism.

WCC complies with the Employment Standards Act. In addition, all employment offers are contingent upon the prospective employee's successful completion of a background check. Standard background checks include the following: Criminal Check, Education Verification (highest degree), Employment Verification, and Identity Verification.

WCC has implemented the Forced Labour Prevention Policy which applies to the Company and all its employees, directors, and officers. The Company exercises every effort to encourage its vendors, customers, and other third parties to maintain a similar commitment to forced labour compliance. The Company strictly prohibits the use of forced labour in its international supply chain. It is the Company's policy not to enter a business relationship with any suppliers that use or are suspected of using any form of forced labour, including in their own supply chains.

As part of the Forced Labour Prevention Policy, WCC shall not employ any person below the age of eighteen (18) years. The Company strictly and explicitly prohibits the use of child labour and forced or compulsory labour. No employee is made to work against his or her will, or subject to threat or coercion of any type in relation to work.

5. Forced Labour and Child Labour Risks and Steps Taken to Assess and Manage These Risks

- Wanhua Chemical Canada Inc. is committed to conducting all business and affairs lawfully and with integrity. Our employees have a responsibility and are expected to hold themselves to the highest legal and ethical standards. Each employee is also expected to adhere to the respective local, state, federal laws, and corporate guidelines. Our HR policies aim to cultivate a culture of trust, transparency, and professionalism.
- In addition, all employment offers are contingent upon the prospective employees'

successful completion of a background check. Standard background checks include the following: Criminal Check, Education Verification (highest degree), Employment Verification, and Identity Verification.

- Through these comprehensive employment measures, WCC is committed to complying with applicable labour and employment laws and regulations, including but not limited to forced labour and child labour.

6. Remediation Measures

N/A

7. Remediation of Loss of Income to the Most Vulnerable Families

N/A

8. Training

- WCC onboarding process requires all new hires at WCC to review and acknowledge the contents of the company's HR handbook. This handbook encapsulates our organizational policies, procedures, and expectations, serving as a guide for conduct and performance standards within our company.
- During the orientation phase, the HR department conducts a session with new hires to ensure a comprehensive understanding of WCC's HR policies. This session provides an opportunity for new employees to seek clarification on any policies or procedures they may have queries about, ensuring compliance with our organizational standards from the onset of their employment journey.
- In 2025, training on child labour and forced labour was conducted. This training was mandatory for designated employees and available to all employees, both in person and virtually.

9. Assessing Effectiveness

N/A

10. Approval and Attestation

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 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 Period listed above.

Signature:

Name: Gregory White

Title: General Manager

Date: 05/08/2026

I have the authority to bind the corporation.

The Report was approved by Wanhua Chemical Canada Inc. on 05/08/2026

Signed by:

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General Manager

5/11/2026