



Forced Labor and Child Labor Report 2025

This Report is made pursuant to Section 11 of the Fighting Against Forced Labour and Child Labour in Supply Chains Act for the financial reporting year ended December 31, 2025 (the “Reporting Period”). This Report details the actions taken during the Reporting Period to prevent and to reduce the risk that forced labour or child labour was used at any step in our production of goods in Canada or elsewhere or of goods we imported into Canada during the Reporting Period.

1. ORGANISATIONAL STRUCTURE

This statement is made by Ennis Paint Canada ULC (“Ennis Paint Canada”, we”, “our” and “us”) on behalf of itself.

PPG Industries, Inc. (“PPG”), through itself and its subsidiaries, is a global manufacturer of paints, coatings and specialty materials.

2. BUSINESS OPERATIONS AND SUPPLY CHAINS

2.1 Ennis Paint Canada

The principal activities of the Ennis Paint Canada are the production and sale of paints, thermoplastics, pavement marking products and other advanced technologies for pavement marking. Ennis Paint Canada is a wholly owned subsidiary of PPG Industries, Inc., a corporation incorporated in the United States under the laws of Pennsylvania.

Most of the products sold by the Ennis Paint Canada are imported into Canada, primarily from the United States and Mexico.

2.2 Supply chains of Ennis Paint Canada

Ennis Paint Canada’s supply chains are global. Raw materials, services and goods for re-sale are sourced globally based on several factors, including price, availability and quality.

- Raw materials (used to manufacture our products)
- Toll manufactured products
- Finished goods
- Goods for re-sale (tools and equipment related to coatings)
- Paint for re-sale
- Indirect goods and services

- Skilled and unskilled labour
- Marketing and logistics
- IT systems and solutions

3. RISKS OF MODERN SLAVERY PRACTICES

In this Report, we refer to forced labour and child labour together as “modern slavery”. We have identified that the following gives rise to the highest risk of modern slavery risks:

- raw materials which are used in coatings manufacture and that are associated with industries and/or are sourced from countries estimated to have the highest prevalence of modern slavery.

4. ACTIONS TAKEN TO ADDRESS RISKS OF MODERN SLAVERY

We have appropriate policies, processes and targeted initiatives in place that underpin our commitment to addressing the risks of modern slavery and/or human trafficking in our supply chains or in any part of our business.

Our policies reflect our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to address the risks of modern slavery and human trafficking taking place in our supply chains. We have the following policies, processes and targeted initiatives in place to identify, reduce and mitigate in place modern slavery and human trafficking:

- Supplier Sustainability website which can be found at: <https://www.ppg.com/sustainability/en-US/supplier-sustainability>
- Supplier Sustainability website and policies which can be found at: <https://procurement.ppg.com/Programs/Supplier-Sustainability>
- Global Code of Ethics which can be found at: <https://www.ppg.com/about-ppg/en-US/ethics>
- Global Supplier Code of Conduct which can be found at: <https://procurement.ppg.com/Supplier-Network/Global-Supplier-Code-of-Conduct>
- Human Rights Policy which can be found at: <https://www.ppg.com/en-US/sustainability/human-rights>
- Procedures for on-boarding new suppliers
- Supplier ratings
- Reporting policies
- Global Code of Ethics training and specific trainings on modern slavery
- Global initiatives such as those described below in section 12

We also continuously refresh our supplier sustainability policies and inform suppliers of any significant updates. In 2025, we updated our Global Code of Ethics, Supplier Sustainability Policy and Global Supplier Code of Conduct and provided updated versions of these documents to our suppliers.

5. Global Code of Ethics (“GCOE”)

5.1 Summary

PPG’s GCOE outlines PPG’s commitment to conduct business in an ethical manner that respects human rights. In particular, the GCOE requires compliance with all laws prohibiting forced, compulsory or child labour, human trafficking and employment discrimination.

5.2 Application

- a) All employees within PPG are required to comply with the GCOE. In addition, many of PPG’s employees complete, on an annual basis, a GCOE online training course.
- b) The GCOE is also a key pillar of PPG’s Supplier Sustainability Policy (see Section 7 below) with which all suppliers and contractors are expected to comply.

5.3 Responsibility and enforcement

Ultimate responsibility for enforcement of the GCOE rests with PPG’s Chief Compliance Officer. PPG’s Compliance department (or its delegated investigator) will investigate any reported violation of the GCOE by an employee or third party. In the case of a substantiated violation by an employee, this may result in disciplinary action being taken by the relevant PPG Human Resources department up to and including dismissal (in accordance with the relevant Human Resources policy and local law).

6 GLOBAL SUPPLIER CODE OF CONDUCT (“GSCC”)

6.1 Summary

- a) PPG expects its valued suppliers to operate their business practices in accordance with PPG’s ethics and integrity expectations. As such, PPG has implemented a Global Supplier Code of Conduct (“GSCC”). The GSCC applies to any persons providing goods and services to PPG, including suppliers and contractors.
- b) The GSCC is a key pillar of PPG’s Supplier Sustainability Policy (see Section 7 below). The GSCC imposes minimum compliance standards with respect to business integrity, labour practices, associated health and safety, and environmental management. It is intended to complement the GCOE. The GSCC covers a wide range of standards but those specific to this annual statement are set out in the table below.

6.2 Specific GSCC requirements

Forced or compulsory labour	Suppliers must: <ul style="list-style-type: none"> • Prohibit all forms of forced or compulsory labour • Maintain and promote fundamental human rights
Child labour	Suppliers must: <ul style="list-style-type: none"> • Prohibit the use of child labour • Adhere to the minimum employment age limit defined by national law or regulation • Comply with relevant International Labour Organization (ILO) standards
Human trafficking	Suppliers are prohibited from engaging in any form of human trafficking
Rights of minorities	Suppliers shall respect the legal rights of minorities and indigenous people, including land, forest and water rights and will not participate in any illegal forced eviction practices
Discrimination, harassment, diversity and inclusion	Suppliers must: <ul style="list-style-type: none"> • Promote a diverse workforce and provide a workplace free from discrimination, harassment or any other form of abuse • Create a work environment in which employees and business partners feel valued and respected for their contributions
Environment, health and safety	Suppliers must: <ul style="list-style-type: none"> • comply with all applicable environment, health and safety, and transportation laws and regulations • Provide safe and healthy working conditions • Proactively manage health and safety risks with the goal of providing an incident-free environment where occupational injuries and illnesses are prevented • Implement management systems and controls that identify hazards and assess and control risk related to their specific industry
Freedom of association	Suppliers must: <ul style="list-style-type: none"> • Respect employees' right to freedom of association and collective bargaining, consistent with local laws • Respect employees' rights to join or refrain from joining associations and worker organizations
Wages, hours and benefits	Suppliers must: <ul style="list-style-type: none"> • Treat employees fairly, including with respect to wages, working hours and benefits • Comply with all applicable legal and regulatory requirements and apply sound employee relations practices

Responsible mineral sourcing	Suppliers are expected to be in compliance with the PPG Responsible Minerals Sourcing Policy
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6.3 Responsibility and enforcement

a) We expect suppliers to immediately report any suspected violations of our GSCC through the PPG Ethics Helpline or other specified channels. In the event of any non-compliant activity or violation of the GSCC, the supplier may be required to provide a detailed corrective action plan to address the deficiency. We reserve the right to terminate our relationship with any supplier that cannot demonstrate compliance with the GSCC.

b) Employees, suppliers and other third parties can anonymously report suspected human rights violations within our operations and those of our suppliers through the PPG Ethics Helpline. The helpline is managed by an independent, third-party firm, and we investigate each allegation thoroughly and fairly.

c) Ultimate responsibility for enforcement of the GSCC is the Global Procurement Organisation led by the Chief Procurement Officer for PPG.

7. PPG'S SUPPLIER SUSTAINABILITY POLICY ("SSP")

Our commitment to human rights and eradicating slavery from the PPG supply chain is closely aligned with our commitment to make PPG's businesses more sustainable in terms of their compliance with applicable laws and adherence to internationally recognised environmental, social and corporate governance standards.

We acknowledge that our success in achieving these Goals will be dependent upon the full support of the global supplier base for which PPG's Global Sustainability Committee has issued its SSP.

8. PPG Human Rights Policy

PPG is committed to respecting and upholding the human rights of all people, consistent with the principles of individual dignity and respect underlying the International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work and the United Nations Guiding Principles on Business and Human Rights. PPG's Human Rights Policy addresses the following requirements:

Safe and healthy working environment	We follow all applicable laws and regulations regarding health and safety.
Forced labour	We do not use forced labour, including prison labour, indentured labour, bonded labour, slave labour or any other form of human trafficking. No employee may be compelled to work through force or intimidation of any form, or as a means of political coercion or as punishment for holding or expressing political views. PPG will not retain original employee documents, such as passports and other government-issued identification, unless required by law. In addition, we do not permit recruiting practices that require applicants to pay any fees to obtain employment.
Child labour	We do not hire employees who are less than 16 years old.
Anti-discrimination and anti-harassment	Suppliers shall respect the legal rights of minorities and indigenous people, including land, forest and water rights and will not participate in any illegal forced eviction practices
Work hours, wages and benefits	PPG follows all applicable laws and regulations related to work hours, wages and benefits. This includes our commitment to pay employees for all hours worked and to comply with all applicable laws and regulations relating to compensation, including but not limited to required meal and rest breaks, overtime pay, and minimum-wage requirements. Further, PPG's compensation programs are designed to pay all employees competitive wages that meet or exceed legal requirements and are reflective of the local market and relevant industry. PPG manages work hours within the limits of applicable local legislation and works to avoid excessive overtime.
Freedom of association	We respect employees' right to freedom of association and their ability to join or refrain from joining labour unions or other worker organizations and to engage in collective bargaining, consistent with applicable laws.
Indigenous and minority rights	PPG respects the legal rights of all people, including minorities and indigenous people, including, land, forest, and water rights, and will not participate in any illegal forced eviction practices. PPG's use of land and natural resources, including acquisition, development, or lease, is subject to Free, Prior, and Informed Consent (FPIC) of the affected local communities.

9. PROCEDURE FOR ON-BOARDING A NEW SUPPLIER

New suppliers undergo an on-boarding process requiring their compliance with the GSCC and SSP and completion of a new supplier qualification form which includes questions on child and forced labour; human rights violations and safety in workplace violations.

All suppliers are required to sign up to ePro (a company-wide supplier portal). Within ePro, all suppliers are required to comply with the GSCC and SSP and to keep their vendor profiles up to date (which includes informing us of any breaches of the GSCC or SSP or informing us of any changes to the answers previously given to the qualification form). Accordingly, we are able to monitor any changes to their vendor profiles.

10. SUPPLIER RATINGS

We use EcoVadis, a leading third-party ratings organization, to evaluate supplier sustainability performance, which includes questions relating to child and forced labour, human trafficking, employee health and safety, working conditions, discrimination and harassment. In 2025, we more than doubled the number of suppliers using this tool, while maintaining clear performance expectations, including a minimum score across key sustainability categories. As a result of our ongoing engagement efforts, fewer than 5% of suppliers now fall below this threshold.

Beyond EcoVadis, we have shifted the focus of our internal supplier evaluations to review our most critical and highest risk suppliers. We identify suppliers for more in-depth review based on country and industry-specific risk.

11. REPORTING POLICIES

11.1 PPG employees

PPG employees and contractors are required to comply with the GCOE and Human Rights Policy. Employees are encouraged and expected to report all suspected violations of the GCOE, Human Rights Policy or the law to the appropriate levels of management, including the PPG's Ethics and Compliance Office. Several reporting options are offered, including the PPG Ethics Helpline, which is a confidential freephone and online reporting service maintained by an independent third party. Any retaliation – whether direct or indirect – against any employee who raises a good faith concern is grounds for discipline up to and including dismissal.

11.2 PPG suppliers

Under the GSCC, suppliers are required to report suspected violations of the GSCC to the Chief Compliance Officer or PPG's Ethics Helpline promptly if a violation of the GSCC is ever in question. In the event that a supplier recognizes any non-compliant activity or violation of the GSCC, the supplier may be required provide a detailed corrective action plan to address such deficiency.

12. TRAINING

All PPG employees are regularly trained in global ethics and business conduct. In addition, many are required to complete a GCOE annual online refresher training course, which is accompanied by a test which they must pass in order to complete the training.

In 2019 and 2022, we launched a modern slavery e-learning course aimed at employees ranked from the most senior management to middle management/ mid-grade specialists with assigned email addresses in certain countries and in the global Procurement department. This course remains available to any PPG employee who has access to our e-learning platform.

13. GLOBAL INITIATIVES

Global initiatives are relevant because of the Ennis Paint Canada's global supply chain. Their inclusion in this statement is consistent with our assessment that PPG's greatest risk exists in its global supply chain for raw materials.

13.1 Responsible Mica Mining initiative

A portion of the pigments supplied by PPG's pigment suppliers incorporate mica, which is extracted from mines located in India. In general, PPG uses pigments containing natural (as opposed to synthetic) mica in its formulations, especially with respect to those relating to its automotive OEM, automotive refinish and aerospace business units. The Terres des Hommes International Federation highlighted in several of its published reports in 2016 that Indian mines were using child labour. PPG subsequently took steps to establish that none of PPG's pigment suppliers sourced mica from Indian mines that used child or any other forms of forced or compulsory labour. The investigation led to PPG becoming, on 31 January 2017, a voting member of the Responsible Mica Initiative Group (see link: <http://www.responsible-mica-initiative.com>). This is a Do-Tank which aims to eradicate child labour and unacceptable working conditions in the Indian mica supply chain by joining forces across industries.

The following link to the Responsible Mica Initiative Group's Annual Report 2024 shows the actions taken by the group in 2025: <https://responsible-mica-initiative.com/from-commitment-to-impact-discover-our-2025-annual-report/>

13.2 Responsible Minerals Sourcing Policy

"Conflict Minerals" currently include cassiterite, columbite/tantalite, and wolframite (the most common derivatives of which are tin, tantalum and tungsten, respectively) and gold – commonly referred to as 3TG. These Conflict Minerals are of concern because mines in the Democratic Republic of the Congo (the "DRC") and surrounding countries are important sources of these minerals. Some of these mines are controlled by armed groups that finance their conflicts through mining activities. The U.S. Securities and Exchange Commission (the "SEC") adopted Conflict Minerals reporting and disclosure requirements to further the humanitarian goal of ending violent conflict and inhumane treatment in the DRC and surrounding countries, which have been partially financed by the exploitation and trade of Conflict Minerals. Other minerals, including, cobalt, mica, and silicon may also be sourced from areas where there is a risk of human rights abuses in the supply chain of these minerals. In 2023, PPG replaced its Conflict Minerals Policy with a new Responsible Minerals Sourcing Policy, which may be accessed at <https://sustainability.ppg.com/en-US/responsible-minerals-sourcing>.

As further described in PPG's Supplier Code of Conduct and Responsible Minerals Sourcing Policy, PPG is committed to ethical business conduct and responsible sourcing. We are working diligently with our global supply chain partners to ensure compliance with the SEC's Conflict Minerals rules and to source minerals from ethical suppliers. However, the international supply chain for minerals is complex, and the tracing of them is challenging. Many of the raw materials that contain Conflict Minerals and minerals of concern used by PPG passed through a variety of intermediaries before reaching PPG. PPG does not purchase directly from smelters; therefore, we must rely upon our suppliers to identify the sources of Conflict Minerals and minerals of concern and to declare the Conflict Mineral status of their products.

Consistent with PPG's commitment to social responsibility and sustainability, PPG has established a process to facilitate compliance with applicable laws mandating disclosure of Conflict Minerals, including membership in the Responsible Minerals Initiative ("RMI") and conducting due diligence on source and chain of custody using RMI's Responsible Minerals Assurance Process (the "RMAP"). We commit to making reasonable efforts in requiring our suppliers to:

- conduct due diligence on its supply chain in accordance with the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas and the RMAP and to determine the source of any Conflict Minerals or Conflict Mineral containing product supplied to PPG;
- provide the Conflict Minerals source information reasonably requested by PPG necessary to support our due diligence and reporting obligations under the SEC's Conflict Minerals rules;
- notify us if a product supplied to PPG contains Conflict Minerals originating in the DRC or surrounding countries; and

- commit to being or becoming “conflict free.”

We also work with the suppliers of other minerals of concern to trace the origin of these minerals in an effort to ensure that our suppliers are meeting their obligations under the GSCC.

Suppliers who are not able to provide adequate information about the source of any Conflict Minerals or other minerals of concern in the products supplied to PPG shall be evaluated by PPG’s Global Procurement department and may be denied future PPG business. Furthermore, our Supplier Code of Conduct and the Responsible Minerals Sourcing Policy provide that we may terminate any agreement with any supplier that cannot eliminate products containing Conflict Minerals or other minerals from the supply chain, or which funds or supports armed conflict or human rights abuses.

For PPG’s most recent conflict minerals report, please see <https://sustainability.ppg.com/en-US/responsible-minerals-sourcing>

14. REMEDIATION

14.1 Measures Taken to Remediate Forced Labour or Child Labour

We have not identified any significant incidents of forced labour or child labour in our activities and supply chains.

14.2 Measures Taken to Remediate the Loss of Income

We have not identified any significant instances of loss of income to vulnerable families resulting from measures taken to eliminate the use of forced labour or child labour in our activities and supply chains. To drive continuous improvement, our procurement team works with suppliers to implement corrective action plans based on any deficiencies identified through our digital screening tool or supplier audits. Once corrective action plans are established, category managers are responsible for monitoring implementation and tracking performance improvement.

15. POLICIES AND PROCEDURES TO ASSESS EFFECTIVENESS

As noted in Section 10, we use EcoVadis, a leading third-party ratings organization, to evaluate supplier sustainability performance, which includes questions relating to child and forced labour, human trafficking, employee health and safety, working conditions, discrimination and harassment.

PPG has a structured process for responding to credible allegations of human rights issues in the supply chain. PPG conducted over 100 supplier sustainability audits in 2025 focused on our sustainability and human rights policies. In severe cases, PPG immediately removes the supplier and transitions to alternative providers. In situations involving critical or difficult to substitute suppliers, PPG may strategically reduce procurement volumes while conducting follow up investigations, including physical site audits in some cases. If the allegations are less severe, PPG establishes corrective action plans and monitors performance over time.

Approval and Attestation

In accordance with the Fighting Against Forced Labour and Child Labour in Supply Chains Act, and in particular Section 11 thereof, I attest that I have reviewed the information contained in the Report on behalf of the governing bodies of the entity listed above. Based on my knowledge, and having exercised reasonable diligence, I, in my capacity as a Director, 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.

This report was approved by the Board of Directors of Ennis Paint Canada ULC on May _____, 2026 pursuant to subparagraph 11(4)(b)(ii) of the Act.

Date: May _____, 2026



Gino Guathier

Director

Ennis Paint Canada ULC

I have the authority to bind Ennis Paint Canada ULC.