

Modern Slavery Report for 2025

Introduction

This is the Modern Slavery Report issued by Fischbach TopCo ("Fischbach" or "the Company") for the year ended December 31, 2025, under the Fighting Against Forced Labour and Child Labour in Supply Chains Act and to Amend the Customs Tariff (the "Act"), published by the Ministry of Public Safety Canada. This is a joint report and includes the relevant entities under common control with the Company to whom the Act applies.

Structure, Activities and Supply Chain

Fischbach, headquartered in Engelskirchen, Germany, is a producer of cartridge solutions used for sealants, adhesives and greases. Fischbach has six plants in five countries, with an established presence in both Europe and North America.

Fischbach has manufacturing and sales locations in Germany, USA, Belgium, UK and Spain with approximately 700 global employees supporting these efforts. The Company does not have any entities or physical operations in Canada, but it does have some customers and limited sales in Canada. In 2025, sales into Canada were approx. 2% of Fischbach's total revenue.

Fischbach acquires raw materials, goods and equipment ranging from, but not limited to, polymers, screen printing inks, maintenance and repair supplies and machines. The majority of our suppliers are in countries with high standards of protection for employees and the rights of individuals, and do not pose a high degree of risk of forced labour or child labour practices. We acquire goods, equipment, and services from reputable, well-known suppliers who also primarily operate in countries with proportional protections for employees and other individuals. Our primary suppliers are located in the United States, Germany, Belgium, UK and the Netherlands, and the majority of our suppliers have been doing business with the Company for more than 10 years.

Policies, Procedures and Due Diligence

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our commitment to human rights, including our position on forced labour, involuntary labour, child labour, and human trafficking, is outlined in our

Code of Conduct as well as in our Procurement Policy and general terms and conditions.

Within the Group, the Fischbach Code of Conduct provides important guidelines for Fischbach's interactions with customers, suppliers and other business partners and one another.

Our Anti-slavery and Human Trafficking Policy demonstrate our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking are not taking place anywhere in our supply chains.

We will implement a group wide whistle blowing procedure and use an external confidential and independent whistle blowing hotline, which both employees and business partners can contact anonymously. The whistle blowing procedure expressly encourages employees to disclose information also relating to suspected incidents of slavery, servitude, forced or compulsory labour or human trafficking at work. We have promoted the use of this channel across the Group, without fear or retaliation.

Supply Chain Risks

Fischbach has assessed both its operations and its supply chain and, taking into account our policies, procedures and diligence in place, we consider the risk of forced labour or child labour in our supply chain to be low. We have implemented the policies, procedures and due diligence processes described above to manage and mitigate this risk.

Remediation Measures

The Company has not identified any instances of forced labour or child labour in our activities or supply chain; therefore, there are no remediation measures to be implemented at this time based on our current operations and supply chain. As a result, we have determined that vulnerable families have not incurred any income losses due to forced labour or child labour risks in our supply chain.

Training

The Company will provide an annual training to its employees with respect to the Code of Conduct.

Assessment of Effectiveness

Fischbach understands that preventing the use of forced and child labour in our supply chain requires an ongoing commitment of time, resources, and awareness among all of our stakeholders. The Company will continue to assess the risk of forced and child labour in conjunction with its enterprise risk management program, and our Procurement Team will take an active risk-based approach, considering the country of origin, when assessing and onboarding new suppliers. In order to maintain the Company's supply chain due diligence program and ensure consistent adherence to applicable laws, the Company's Chief Financial Officer may conduct or authorize a review and audit of all aspects of the Company's supply chain due diligence program in order to identify non-compliance with the Company's policies and procedures, deficiencies in training or procedures, and potential violations for corrective action.

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 or entities 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 above. This report will be approved by the Board of Directors of Fischbach TopCo GmbH.

Engelskirchen
May 28, 2026

A handwritten signature in blue ink that reads 'M. Schilcher'.

Martin Schilcher
CFO