



Fighting Against Forced Labour and Child Labour in Supply Chains Act

Disclosure Report

I. Disclosing Entity

This disclosure report is submitted by **ANDRITZ Inc.** (hereinafter referred to as “ANDRITZ”).

II. About this Disclosure Report

This disclosure report is submitted in accordance with Canada’s *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (Bill S-211) and guidance issued by Public Safety Canada.

III. Introduction

ANDRITZ and its affiliated companies are committed to integrity, respect, and fair dealing in their business activities. This commitment includes the fair and equitable treatment of employees, business partners (and their employees), members of the community, and all other stakeholders with whom we engage. ANDRITZ does not tolerate forced labour, child labour, or any other human rights abuses in any of its business activities.

IV. Business Structure, Activities, and Supply Chains

ANDRITZ designs, engineers, manufactures, and installs equipment for customers in the pulp and paper industry. In addition, as part of its service and repair business, ANDRITZ supports these customers by supplying spare parts and rebuilding machines and equipment. Beyond its core business, ANDRITZ provides similar services to customers in the animal feed industry and is a supplier of air quality control systems for utilities and various power generating industries (*e.g.*, fossil-fired power stations). Through its automation and digitalization business group, ANDRITZ provides electrical, instrument, and control engineering systems and services for a range of industrial facilities. As part of its business activities, ANDRITZ sells goods inside and outside of Canada.

ANDRITZ is incorporated in Georgia and headquartered in Alpharetta, Georgia. It also has offices and facilities in other locations, including Muncy, Pennsylvania; Pell City, Alabama; Spartanburg, South Carolina; Glens Falls, New York; Springfield, Massachusetts; Torrington, Connecticut; and Oldsmar, Florida. ANDRITZ has approximately 950 employees.

ANDRITZ maintains a global supply chain that includes:

- Suppliers of direct materials (*e.g.*, automation components, bearing housing, cable and wire, castings, pumps, valves, couplings, fastening material, forgings, filter technology, hoses, gaskets, plates, steel products, etc.), manufacturing materials, and packaging materials. These materials are procured from affiliated ANDRITZ entities as well as non-affiliated third-party vendors and suppliers located around the world including various countries in Europe.
- Suppliers of indirect goods and services including professional services, facilities, office supplies, and sales and marketing services.



- Customers located primarily in the United States and Canada with some in Mexico, South America (Chile and Brazil), Europe, and Asia.

V. Policies Related to Forced Labour and Child Labour

ANDRITZ's commitment to preventing forced labour and child labour is set forth in the ANDRITZ *Code of Conduct and Ethics*, which applies to all directors, managers, employees, and other stakeholders acting on behalf of the company. The *Code of Conduct and Ethics* requires all personnel to adhere to the highest standards of ethics and integrity in their business activities and to comply with applicable laws and recognized international standards. It further emphasizes the responsibility to maintain a safe, healthy, and respectful work environment and to protect human rights in the course of daily business activities.

A fundamental principle of the *Code of Conduct and Ethics* is that all individuals are treated with respect, dignity, and fairness. In support of this principle, the Code expressly prohibits ANDRITZ personnel from directly or indirectly engaging in, or benefiting from, any form of forced labour, involuntary labour, modern slavery, or child labour. Employees receive a copy of the ANDRITZ *Code of Conduct and Ethics* as part of the onboarding process and are expected to comply with the standards of conduct articulated therein. Employees also receive periodic training and communications reinforcing their responsibility to act ethically and in compliance with the law.

ANDRITZ's commitment to human rights extends to its supply chain. ANDRITZ has adopted a *Supplier Code of Conduct and Ethics Policy* and *Supplier Code of Conduct*, which set forth minimum compliance expectations for suppliers and other third-party business partners. The *Supplier Code of Conduct* requires suppliers to uphold standards equivalent to those applicable to ANDRITZ employees, including prohibitions on the use of forced labour, involuntary labour, child labour, modern slavery, or similar labour practices. As part of ANDRITZ's supplier onboarding and engagement processes, suppliers are required to acknowledge and adhere to these principles and are expected to request comparable standards from their own business partners. ANDRITZ also makes a Supplier Code of Conduct training module available to suppliers on a voluntary basis.

To support a transparent and ethical working environment, ANDRITZ has implemented a secure whistleblowing system known as Speak Up!. This system allows employees and third-party business partners to report actual or suspected misconduct, including potential violations related to human rights or labour standards, in a safe and confidential manner. Speak Up! is accessible online and via QR code and is available to both internal and external users.

VI. Due Diligence Process Related to Forced Labour and Child Labour

Vendors and suppliers are screened through a prequalification and onboarding process. This process includes the completion and evaluation of a detailed *Prequalification Questionnaire*. The questionnaire addresses a range of topics including human rights and fair working conditions. In some instances, ANDRITZ will conduct on-site audits of vendor or supplier facilities. The results of the vendor and supplier evaluation will determine whether the potential business partner may be engaged and/or whether any additional controls are needed to mitigate any risk.

VII. Risk of Forced Labour and Child Labour



ANDRITZ evaluates supplier compliance risk, which considers the risk of forced labour and child labour, as part of its annual Risk Management review. In addition, ANDRITZ uses the information collected from its *Prequalification Questionnaire* and onboarding process to identify risks of forced labour and child labour in its supply chain. ANDRITZ also considers the regions where its third-party vendors and suppliers are located, the materials and products they source, and their relationship history to assess relevant risk. In some cases, ANDRITZ will conduct on-site audits of vendor or supplier facilities.

VIII. Remediation

ANDRITZ has not identified any instances of forced labour or child labour in its business activities or supply chains. Accordingly, ANDRITZ has not had cause to implement any forced labour or child labour related remediation measures.

IX. Training

ANDRITZ provides training on the ANDRITZ *Code of Conduct and Ethics*. This training module addresses human rights issues and the importance of treating employees and third-party business partners fairly and with integrity and respect. ANDRITZ tracks completion of this training on a regular basis.

ANDRITZ has also developed a training module on the *Supplier Code of Conduct and Ethics*, which is available to employees and third-party vendors and suppliers on a voluntary basis.

X. Assessing Effectiveness

ANDRITZ has developed and tracks metrics designed to assess its effectiveness in mitigating the risk of forced labour and child labour in its supply chain. This includes tracking supplier compliance with the ANDRITZ prequalification and onboarding requirements on a regular basis. In addition, ANDRITZ tracks the number of reports alleging supplier-related misconduct (including the use of forced and child labour) through Speak Up! and other internal reporting tools.

XI. Approval

This report has been approved by the Board of Directors of **ANDRITZ Inc.** in accordance with section 11(4)(a) of the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* ("Act").

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 year listed above.

Dated: May 13, 2026

Signature: _____

Full Name: Phillip B. Kennedy, Secretary