

Annual Statement Regarding Modern Slavery

Published December 22, 2025

Pyrotek Incorporated (“Pyrotek”) publishes this Annual Statement (“Statement”) in compliance with the requirements of the United Kingdom Modern Slavery Act 2015 (“UK MSA”), Canada’s Fighting Against Forced Labour and Child Labour in Supply Chains Act 2023 (“Canadian Act”), and the California Transparency in Supply Chains Act 2010 for the fiscal year ended 30 June 2025. This is a joint Statement made on behalf of Pyrotek Incorporated as a reporting entity under the Canadian, UK and CA legislations cited above; Pyrotek’s wholly owned subsidiary, Pyrotek Engineering Materials Limited as a reporting entity under the UK MSA; and Pyrotek’s wholly owned subsidiary, Pyrotek High-Temperature Industrial Products Inc. as a reporting entity under the Canadian Act. Unless expressly stated otherwise, references to ‘we,’ ‘us’ and ‘our’ refer to Pyrotek Incorporated and its wholly owned subsidiaries. For the purposes of this Statement, we use the term modern slavery to mean child labor, forced labor, and human trafficking in any form – including slave labor, prison labor, indentured servitude, or bonded labor. A table setting out how this Statement addresses the Canadian and UK legislation reporting criteria is in Appendix I.

1. Introduction

Pyrotek is committed to good corporate citizenship and the highest ethical standards. We treat our own employees and people who are connected to our business with fundamental dignity and respect; and this includes a commitment to freely chosen employment. We comply with the applicable laws, regulations, and rules in jurisdictions where we operate and do not tolerate modern slavery in our organization or in those of our suppliers.

To facilitate the fulfilment of these commitments, we have established and maintain appropriate measures to safeguard against the occurrence of human rights abuses and modern slavery within our supply chain as well as within our own operations, as further detailed in this Statement.

2. Structure, Activities, and Supply Chains

Pyrotek is a privately owned corporation headquartered in the United States with global operations in more than 35 countries which includes subsidiaries or divisions in Canada, and the United Kingdom, among others. Our Canadian operations are in Quebec (Chicoutimi, Drummondville, and Sherbrooke) and British Columbia (Kitimat) operating under the name of Pyrotek High-Temperature Industrial Products Inc. Our UK operations include TAB Refractory Construction and Maintenance Co. Limited (Warrington), EMP Technologies Limited (Burton-on-Trent) and Pyrotek Engineering Materials Limited (Milton Keynes).

Pyrotek manufactures and supplies equipment primarily to the aluminum industry. We also support our customers with technical services and maintenance agreements. Though our primary business is in the aluminum industry, we also have divisions that support glass production, acoustic and thermal solutions, and clean energy. We predominantly sell products that are designed and manufactured by our wholly owned subsidiaries.

Our supply chains are predominantly composed of companies in the industrial manufacturing, thermal insulation, and technical ceramics markets and are localized to support internal manufacturing centers and respective customers within specific regions.

3. Policies and Due Diligence in Relation to Modern Slavery

Pyrotek does not tolerate any form of modern slavery in any part of our business. We are committed to tackling the risk of modern slavery from our supply chain and operations at a global scale. We outline this commitment and set clear ethical standards for our employees, affiliated companies, and third-party suppliers through a policy framework.

Our efforts to assess and address the risk of modern slavery across our operations and supply chains are anchored in our policies, which convey our values and expectations for ourselves and our suppliers. These policies demonstrate our absolute intolerance for modern slavery.

Pyrotek's Code of Business Conduct and Ethics and its associated policies, procedures, trainings, and communications highlight our support and respect for human rights and outline how Pyrotek is committed to acting ethically in all aspects of our business while maintaining the highest standards of honesty and integrity. Our approach is consistent throughout our operations globally. The Code of Business Conduct and Ethics applies to all Pyrotek entities and employees around the world and provides a framework within which we make responsible behavior a natural part of our operations.

In addition to our Code of Business Conduct and Ethics, we have specific policies addressing [Child and Forced Labor](#) and [Human Rights](#). These policies expressly prohibit engaging in or supporting human trafficking, forced labor, and child labor in connection with Pyrotek's business activities. During the past year, we have strengthened this commitment by updating our Child and Forced Labor and Human Rights Policies, reemphasizing alignment with international standards and principles including the Universal Declaration of Human Rights, the International Labor Organization's Declaration on Fundamental Principles and Rights at Work, the United Nations Global Compact, and the United Nations Guiding Principles on Business and Human Rights. These updates reinforce our zero-tolerance approach to modern slavery, forced labor, and all forms of child labor, particularly the worst forms, which deprive children of their safety, education, and well-being. These updates also reinforce our commitment to protecting workers' rights to fair wages, safe working conditions, freedom of association, and non-discrimination.

The expectations for our suppliers are outlined in our [Business Partner Code of Conduct](#). We expect our suppliers and business partners to adopt and uphold policies and ethical business practices consistent with the principles and requirements described in the Business Partner Code of Conduct.

The Business Partner Code of Conduct, which is incorporated in our standard purchasing contract terms, reflects our core values, ethical principles, and our commitment to human rights. The Business Partner Code of Conduct includes requirements for fair labor practices, human rights (including prohibition on child, forced, or bonded labor), and social impacts (such as anti-bribery and corruption), as well as other sustainability issues. We reserve the right to evaluate compliance with the Business Partner Code of Conduct through supplier surveys and evaluation of relevant documents and policies. We further reserve the right to terminate our relationship with any supplier who fails to adhere to the expectations outlined in our Business Partner Code of Conduct.

4. Risks of Modern Slavery in Our Operations and Supply Chains

Based on our ongoing due diligence efforts, we have not discovered any modern slavery in our operations or supply chains, to date. We also believe that there is a low risk of modern slavery in our supply chains based on the industrial nature of our supply chain, sourcing from mostly developed countries, reputable suppliers with

publicly-stated positions regarding modern slavery, and long-term relationships with our key suppliers. We empower local leadership at our divisional entities and subsidiaries with the authority to evaluate their local supply base and make sourcing decisions to best support their operations, while upholding the principles set forth in Pyrotek’s Business Partner Code of Conduct. While we have confidence in our supply chain partners, we acknowledge the responsibility for ongoing due diligence and will continue to work with our supply chain partners concerning modern slavery for both awareness and compliance.

5. Addressing Modern Slavery Risks.

The actions that we take to reduce the risk of modern slavery in our operations and supply chains are driven by our due diligence and monitoring strategy.

As mentioned, our supplier relationships are governed by Pyrotek’s Business Partner Code of Conduct, which is incorporated into our standard purchasing contract terms and includes an absolute prohibition on modern slavery. Where appropriate, our principal agreements further require our business partners and suppliers to comply with all applicable laws that relate to their interactions with Pyrotek, including, but not limited to, modern slavery and anticorruption laws.

Throughout the 2025 fiscal year, we have continued to monitor and safeguard against human rights abuses by undertaking an ongoing review of our internal policies and providing training to employees on the updated policies. As referenced above, we have updated our Child and Forced Labor and Human Rights Policies reinforcing our zero-tolerance approach to modern slavery.

Over the past year, we have expanded our internal review of our largest raw material suppliers. The bulk of our spending on raw materials is done with a limited number of well-established, large, reputable suppliers. This internal review revealed that the majority of our highest expenditure suppliers are similarly complying with reporting obligations under various applicable modern slavery legislations and are committed to ethical business practices as evidenced by their own internal policies regarding their supply chains.

During the past year, we have continued to strengthen our commitment to preventing modern slavery and human trafficking across our operations and supply chain. As part of these efforts, we have incorporated focused awareness-raising into our annual Global Manufacturing Meeting, which brought together leaders, managers, and key representatives from our international manufacturing sites.

Led by Pyrotek’s Global Sustainability Team, we have committed to formalizing our approach to measuring environmental and social Key Performance Indicators to better understand the implications of our business activities, relationships, and operations. In doing so, we seek to further emphasize and incorporate environmental and social considerations into our decision making.

During the 2025 fiscal year, we have strengthened our governance and due diligence practices to help prevent and address risks of modern slavery, forced labor, and child labor across our global operations and supply chain. We published our first annual Sustainability Report, which identifies the value chain workforce as one of nine material topics essential to understanding our human rights impacts and responsibilities. To reinforce oversight and accountability, we established a Global Sustainability Council, bringing together sustainability leaders from across our global operations to share insights, monitor emerging ESG and human rights issues, and coordinate the implementation of Pyrotek’s global sustainability strategy. This council enhances alignment with our policies and commitments, including those aimed at protecting vulnerable workers within our value chain.

As part of our FY25 Materiality Assessment, we conducted 36 interviews across multiple departments and regions to deepen our understanding of potential areas of impact, risk, and opportunity. These insights inform our ongoing efforts to strengthen risk identification, prioritize actions to mitigate potential labor abuses, and improve transparency in accordance with the expectations of the UK MSA and the Canadian Act. Over the past year, we have expanded upon previous internal mapping/surveying activities of our workforce for the purpose of verifying that no child or forced labor is present in our global workforce. We collected data from all of our workforce, with 100% of the respondents confirming that all employees throughout the various Pyrotek global operations are of legal working age and all Pyrotek entities are complying with applicable local laws related to child and forced labor. We are committed to continuing and improving upon these internal mapping activities annually.

We recognize that modern slavery risks are more likely to exist where ethical business and human rights principles are not respected. Therefore, we have completed an assessment of regional corruption risk based on the Corruptions Perceptions Index from Transparency International to identify regions that may be at higher risk for unethical business practices, including, but not limited to, labor practices like modern slavery. We intend to further strengthen this assessment by undertaking a comprehensive review of various child and forced labor data maps to identify which industries and localities carry the highest risk of child or forced labor. These activities are intended to identify and focus our efforts to the most relevant sectors of our operations and supply chains in order to prevent, mitigate, and remedy actual or potential adverse human rights impacts.

6. Training Provided to Employees Regarding Modern Slavery.

We provide regular training to our employees throughout the globe regarding ethical business practices and the importance of acting with integrity. In addition, select segments of our executives and employees who oversee and manage our supply chain operations complete targeted training annually related to supply chain risks and review and acknowledge our Business Partner Code of Conduct.

As part of our ongoing commitment to preventing modern slavery and human trafficking, we have begun the process of developing a dedicated, standalone training module on modern slavery. This training will be designed to increase awareness and understanding of modern slavery risks across our operations and supply chains. Once finalized, the training will be broadly distributed to employees at all levels to reinforce our zero-tolerance approach and support informed, responsible action throughout the organization.

7. Measures Taken to Remediate Forced or Child Labor and the Loss of Income to the Most Vulnerable Families Resulting from Any Such Measures

Pyrotek has not discovered any forced labor or child labor in our operations or our supply chains as of the publication of this Statement. Hence, no remediation measures have been taken.

8. Assessing Our Effectiveness and Additional Details.

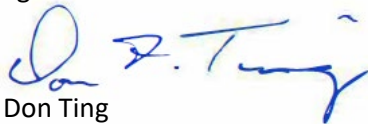
Within Pyrotek, all managers must annually acknowledge the Pyrotek Code of Business Conduct and Ethics. Our Code is clear on the requirement to comply with all applicable laws, rules, and regulations of the countries in which we operate and requires all employees to report actual or possible misconduct. Non-compliance with local laws governing modern slavery is grounds for disciplinary actions, up to and including the possibility of dismissal. As of the publication of this Statement, we have not discovered any violations in our workforce concerning modern slavery.

In addition, Pyrotek has documented policies and procedures relating to grievances, disciplinary issues, and whistleblowing. These policies and procedures are a fundamental part of our relationships with our employees. They both allow and encourage any employee with relevant information regarding violations of company policies or applicable laws to come forward without fear of retaliation so that we may promptly conduct an investigation and take all necessary corrective action. We continue to maintain an anonymous reporting helpline for employees to raise concerns, including those related to modern slavery or human rights abuses. The helpline is managed by an independent third-party provider and provides a safe and secure 24-hour reporting line where employees can confidentially and anonymously submit any ethical concerns. In addition, we have various other established methods and policies designed to allow Pyrotek employees to speak up and share any concerns.

While at present we do not have a formal process to assess effectiveness, to date, we have not received any complaints from employees or third parties regarding concerns about modern slavery. In light of this, and considering the controls, measures, policies, and practices described throughout this Statement, we believe that our overall approach is operating effectively. We recognize that the review and assessment of our actions to identify and address modern slavery risks in our operations and across our supply chain will be an ongoing and evolving process that we are committed to build upon. To this end, we regularly review our strategies and supporting policies to identify opportunities for improvement, assess the effectiveness of our approach, and inform our path forward. We are committed to identifying and managing modern slavery risks by tracking our actions and outcomes, partnering with suppliers and other external partners, and undertaking regular internal governance improvements. Based on the results of these processes, we will adapt and strengthen our actions to continually improve our response to modern slavery.

This Statement has been reviewed and approved by Pyrotek's board of directors on December 19, 2025.

Signed:



Don Ting

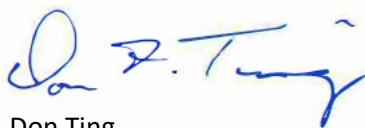
President and COO

Date: 12/19/2025

Attestation pursuant to the Canadian 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 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.

Respectfully,



Don Ting,

President and COO

I have the authority to bind Pyrotek

Date: 12/19/2025

This Statement has been reviewed and approved by the directors of Pyrotek Engineering Materials Limited on December 19th, 2025

Signed:



Steve Ray
Director

Date: 19th December 2025

Appendix I – How our Statement Addresses the Canadian and UK Legislations’ Reporting Criteria

Canadian Act mandatory reporting criteria	UK MSA recommended reporting criteria	Reference in this Statement
The organization’s structures, activities, and supply chains.	Organization’s structure, its business, and its supply chains.	Section 2
Describe the parts of the organization’s business and supply chains where there may be a risk of forced or child labour being used, and the steps taken to assess and manage that risk.	Parts of the organization’s business and supply chains where there is a risk of slavery and human trafficking taking place, and the steps it has taken to assess and manage that risk.	Sections 4 and 5
Describe the organization’s policies and due diligence processes in relation to forced labour and child labour, measures taken to remediate any forced labour and child labour; training provided to employees on forced labour and child labour.	Organization’s policies in relation to slavery and human trafficking; its due diligence processes in relation to slavery and human trafficking in its business and supply chains; the training about slavery and human trafficking available to its staff	Sections 3, 5, and 6
Describe how the entity assesses its effectiveness in ensuring that forced labour and child labour are not being used in its business and supply chains.	Organization’s effectiveness in ensuring that slavery and human trafficking is not taking place in its business or supply chains, measured against such performance indicators as it considers appropriate.	Section 8
Describe any measures taken to remediate the loss of income to the most vulnerable families that results from any	N/A	Section 7

measure taken to eliminate the use of forced labour or child labour in its activities and supply chains		
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