

LEAFFILTER NORTH OF CANADA, INC.

FIGHTING AGAINST FORCED LABOUR AND CHILD LABOUR IN SUPPLY CHAINS FISCAL YEAR 2025 REPORT

Introduction

This report is made in accordance with the *Fighting Against Forced Labour and Child Labour in Supply Chain Act* (the “*Act*”) for LeafFilter North of Canada, Inc. (“**LeafFilter**”, “**we**” or “**us**”). The report, for the fiscal year ending December 31, 2025 (“**Fiscal 2025**”), includes steps taken to prevent and reduce risks of child labour and forced labour in our operations and supply chains.

Structure, Activities and Supply Chain

LeafFilter is a home improvement company focused on providing leading gutter cover systems. LeafFilter is based in Mississauga, Ontario and operates across Canada. LeafFilter employs about 272 employees in Canada across 15 field office locations and 2 distribution centres.

LeafFilter imports its finished goods from its United States suppliers, including its US affiliate, which imports certain pieces of raw goods from Mexico as well as a small percentage from China.

LeafFilter is part of a broader group of companies, known as the Leaf Home group of companies (“**Leaf Home**”). As LeafFilter is part of Leaf Home, all of Leaf Home’s procedures and policies as set out below apply to LeafFilter.

Steps Taken to Prevent and Reduce Risks in Fiscal 2025

LeafFilter is committed to the health, safety, and wellbeing of its employees. We strive to not only meet but exceed employee expectations as an employer of choice in the marketplace. We are committed to conducting our business with integrity and in compliance with applicable laws.

In 2025, Leaf Home:

- Continued mapping activities for its supply chain and focusing on higher risks in the supply chain;
- Created and implemented the action plan for improvements for supply chain management, including creating and implementing a Standard Operating Procedures for engaging new suppliers across functions, including with a strong focus to vet vendors for Social Compliance at the beginning of the relationships;
- Continued to use and implement the “Leaf Home Master Vendor Contracts,” which include obligations for the suppliers to comply with social and ethical responsibilities, health and safety requirements, and labor laws, which obligations include new and current suppliers conducting social audits.

- Continued its relationship with Bureau Veritas as a governance resource to conduct any needed social audits on behalf of Leaf Home. Bureau Veritas began or completed at least 3 audits for the new or current import suppliers. In addition, Leaf Home continues to connect its key suppliers with Bureau Veritas in an effort to help such suppliers make improvements to their supply chain management;
- Continued to utilize supplier questionnaires, which were developed in 2023, and which include targeted social compliance questions, as part of our vetting process for new suppliers; and
- Launched a robust Vendor Relationship Guide. The Vendor Relationship Guide (“VRG”) includes language specific to a Vendor Workplace Code of Conduct, a factory audit program, and the consequences of non-compliance. The Master Vendor Contracts and the VRG require vendors to perform social audits in the following circumstances: (a) after the first purchase order is placed with a new vendor; (b) when a current vendor opens a new factory or changes factory locations; (c) when a vendor transfers products to a different factor; or (d) when a current compliance audit expires. As part of this process, at least one supplier agreed to be reaudited (for compliance reasons unrelated to forced labour) and at least two new import suppliers began or completed the 3rd party conducted social audit in 2025.

Policies and Due Diligence Processes

Corporate Code of Conduct

LeafFilter abides by the Leaf Home [Corporate Code of Business Conduct and Ethics](#). The Code promotes and expects ethical behaviour in all aspects of our business. This applies to all LeafFilter employees, affiliates, suppliers, contractors, and associates of the Company. Failure to follow our Code can result in disciplinary action, including termination of employment. Conduct not consistent with our Code may also result in the termination of the business relationship with LeafFilter.

Forced Labour and Child Labour Risks

Through Leaf Home, we have continued the process of identifying risks of forced labour and child labour in our supply chain.

Through the Leaf Home Assessment, we have identified that the greatest risk of child or forced labour are products sourced from China by LeafFilter’s US affiliate suppliers.

After performing supplier assessments, Leaf Home has worked its suppliers to connect with all key suppliers to assess their existing risk mitigation strategies. The US affiliate has established that both import and domestic suppliers recognize the need for transparency in the supply chain and are willing to work on mitigation strategies with us to reduce any risks.

The continued assessments, audits, use of the Leaf Home Master Vendor Contracts, robust supplier questionnaires and Vendor Relationship Guide, the continually growing engagement with Bureau

Veritas, and the SOP, vetting process, and audits for new suppliers are steps we have taken to mitigate risks of forced labour or child labour.

Remediation Measures

LeafFilter has not identified any instances of forced labour or child labour in its activities or supply chains. For that reason, remediation measures for instances of forced labour or child labour or for loss of income to the most vulnerable families have not arisen.

We remain committed to take steps to respond and remediate in the event instances forced labour or child labour are discovered.

Training

Our employees are required to take a virtual training course on our Corporate Code of Business Conduct and Ethics on an annual basis. Employees are also required to acknowledge the Code annually. However, this training does not specifically cover risks of forced or child labour.

In 2025, Leaf Home continued to require virtual training courses for its supply chain and procurement teams titled “Supply Chain Short: Human Rights – Forced Labor and Modern Slavery” and “Supply Chain Short: Human Rights – Best Practices for Compliance.”

Assessing Effectiveness

We remain committed to further developing and continuously refining our policies, procedures, and programs as we learn more about the risks in our supply chain and ways to mitigate them. LeafFilter will continue to regularly review its policies, ensure employees are taking training, and track suppliers responding to questionnaires and audits.

This Report was approved by the board of directors of LeafFilter North of Canada, Inc. pursuant to subsection 11(4)(a) of the *Act*, and is attested pursuant to subsection 11(5) of the *Act*

I have the authority to bind the LeafFilter North of Canada, Inc.

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Name: Joseph A. Saldutti, Jr.

Title: Vice President & Secretary

Date: 5/29/2026