

SOLINA CANADA INC.
MODERN SLAVERY REPORT 2025
Fighting Against Forced Labour and Child Labour in Supply Chains Act
Reporting period: January 1, 2025, to December 31, 2025

I. INTRODUCTION

This Modern Slavery Report (the “Report”) addresses the period from January 1, 2025, to December 31, 2025, and has been prepared by **Solina Canada Inc.** (“Solina Canada” or the “Company”) pursuant to the *Fighting Against Forced Labour and Child Labour in Supply Chains Act*, SC 2023, c 9 (the “Act”).

Solina Canada recognizes that respect for human rights is a fundamental responsibility and an important component of responsible business practices. As a food manufacturer sourcing ingredients, raw materials and packaging materials through a network of suppliers, Solina Canada recognizes the importance of understanding its supply chain and taking appropriate measures to prevent and reduce the risks of forced labour and child labour.

Solina Canada is committed to preventing and reducing the risk that forced labour or child labour is used at any step in the production of goods in Canada or elsewhere, including goods imported into Canada.

This Report describes the policies, processes and measures in place during the 2025 financial reporting year to prevent and reduce these risks within Solina Canada’s operations and supply chain.

II. CORPORATE OVERVIEW AND SUPPLY CHAIN

Corporate Structure

Effective January 1, 2025, **W. T. Lynch Foods Limited / Aliments W. T. Lynch Limitée and Solina Canada Inc. were amalgamated pursuant to the Ontario Business Corporations Act and continued as a single corporation under the name SOLINA CANADA INC.**

As a result of this amalgamation, the relevant Canadian operations previously reported separately are now covered under a single reporting entity, Solina Canada Inc., for the 2025 financial reporting year.

Solina Canada is part of the **Solina Group**, an international food solutions group with headquarters based in Paris, France.

Solina Canada operates in the food manufacturing sector in Canada and employs approximately 500 employees across four sites: three in Quebec and one in Ontario.

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Business Activities

Solina Canada manufactures a broad range of food products in Canada, including, but not limited to, sauces and dressings, soup and sauce bases, beverage mixes, syrups, dessert toppings, jams and jellies, and other customized food solutions.

The Company supplies its products to customers within and outside Canada across several markets, including foodservice, retail, healthcare and industrial applications.

Solina Canada's operations include food manufacturing, research and development, quality assurance, warehousing, logistics and distribution activities supporting its Canadian business.

Supply Chain

Solina Canada purchases a variety of ingredients, raw materials, packaging materials and other goods required for its manufacturing activities. Approximately 10% of these goods are imported directly by Solina Canada, while approximately 90% are purchased through distributors that act as the importer of record.

There were no significant changes to the nature of Solina Canada's supply chain during the 2025 reporting year, other than the consolidation of the Canadian operations under Solina Canada Inc.

Based on a preliminary assessment, Solina Canada worked with approximately **200 suppliers** during 2025. Approximately:

- **90%** were located in Canada;
- **9%** were located in the United States; and
- **1%** were located in other countries.

From an import perspective, approximately 10% of goods are imported directly by Solina Canada, while approximately 90% are purchased through distributors that are responsible for importing the goods into Canada. This distinction is relevant to Solina Canada's assessment of supply chain visibility, as certain upstream sourcing information may be held by distributors rather than directly by the Company.

As part of its review of its supply chain, Solina Canada examined the country of origin of certain principal raw materials and packaging materials based on purchasing volumes.

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The principal high-volume raw materials reviewed included liquid glucose, fine bulk sugar, canola oil, high-fructose corn syrup and vinegar. These materials were predominantly sourced from Canada and the United States.

The Company also reviewed several of its highest-volume packaging materials. Of the five principal packaging materials reviewed, three originated in Canada, one originated in the United States and one, a glass packaging component purchased through a Canadian supplier, originated in Taiwan.

This increased visibility into the geographic origin of key materials provides Solina Canada with additional information to support the continued development of its supply chain risk assessment and due diligence activities.

III. POLICIES AND DUE DILIGENCE PROCESSES

Solina Canada is supported by policies and procedures maintained at both the Solina Group and Canadian levels to promote responsible business practices and prevent and reduce the risks of forced labour and child labour.

These include, among others:

- the **Solina Group Code of Ethics**;
- the **Solina Group Human Rights Policy**;
- the **Solina Group Supplier Code of Conduct**;
- the **Solina Group Whistleblowing Policy**;
- the **Solina Canada Child Labour Policy**; and
- the **Solina Canada Recruitment and Selection Policy**.

Code of Ethics and Human Rights

The Solina Group Code of Ethics establishes expectations regarding ethical and lawful conduct and reflects Solina's commitment to internationally recognized human rights and fundamental principles and rights at work.

The Solina Group Human Rights Policy further establishes Solina's commitment to respecting internationally recognized human rights throughout its operations and value chain.

The Human Rights Policy expressly addresses key human rights risks, including forced labour and human trafficking and child labour.

The Policy prohibits all forms of forced labour, including prison labour, indentured labour and human trafficking. It also establishes requirements relating to child labour, including restrictions on the

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employment of minors in hazardous work and requirements to maintain appropriate documentation confirming employee age.

In **December 2025**, Solina Group updated its Human Rights Policy to further formalize its approach to human rights due diligence. The updated framework provides for risk-based human rights assessments, supplier and site assessments, grievance mechanisms, monitoring, remediation and continuous improvement.

Supplier Code of Conduct

Solina Group's Supplier Code of Conduct establishes expectations for suppliers regarding applicable laws, ethical business practices and human rights.

The Supplier Code of Conduct expressly prohibits the use or support of forced labour and child labour and requires suppliers to maintain appropriate policies and due diligence processes.

Solina suppliers are required to acknowledge the Supplier Code of Conduct. As of the 2025 reporting period, approximately **80% of Solina Canada's active suppliers had signed or formally accepted the Supplier Code of Conduct.**

During 2025, Solina Canada did not specifically request suppliers to provide additional certifications or documentation regarding forced labour or child labour practices beyond the processes already in place.

Recruitment and Age Verification

Solina Canada continued to apply its Child Labour Policy and Recruitment and Selection Policy throughout 2025.

As part of the recruitment process, Solina Canada verifies identification documentation prior to hiring in order to confirm the identity and age of new employees.

This control applies to employees hired directly by Solina Canada as well as temporary workers supplied through employment agencies. For temporary agency workers, Solina Canada independently reviews identification and age documentation before the individual begins work at a Solina Canada site. This control provides Solina Canada with direct visibility over the age of temporary workers and helps ensure that child labour is not used within its own workforce, including labour supplied through third-party employment agencies.

Whistleblowing and Reporting

Solina Canada employees have access to the Solina Group's whistleblowing mechanism, which provides a confidential channel through which potential legal, ethical or human rights concerns may be reported without fear of retaliation.

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During 2025, Solina Canada did not receive any reports or complaints through its whistleblowing mechanism or other reporting channels that resulted in the identification of forced labour or child labour.

IV. RISK ASSESSMENT AND MANAGEMENT

Solina Canada recognizes that the risks of forced labour and child labour may vary depending on factors including geographic location, country of origin, product or commodity, industry characteristics and the complexity of the supply chain.

During 2025, Solina Canada continued to develop its approach to assessing forced labour and child labour risks across its supply chain, building on existing supplier controls, Group-level risk assessment tools and increased visibility into the origin of key raw materials and packaging materials. The assessment process remains at an early stage and did not yet extend to all direct and indirect suppliers or the complete origin of all materials. The Company recognizes that its current visibility is more developed for direct suppliers and selected high-volume materials than for upstream and indirect tiers of the supply chain.

The Company's existing Supplier Approval Annual Evaluation process assesses supplier performance and food safety risks, including factors such as raw material quality, foreign matter, customer complaints, supplier-related non-conformities and supplier responsiveness. This process was not specifically designed to assess forced labour or child labour risks.

At the Solina Group level, additional tools and processes support broader human rights risk identification.

In particular, Solina Group uses the Sedex pre-assessment risk tool to assess risk based on a country/product matrix.

Human rights considerations, including forced labour and child labour, are incorporated into the Solina Group supplier quality audit checklist. Approximately 20 supplier quality audits were conducted at Group level during 2025; however, none of these audits related to suppliers used by Solina Canada.

Solina Canada maintains visibility into the geographic origin of key materials within its supply chain, including certain high-volume ingredients, raw materials and packaging materials.

The review indicates that the majority of the principal materials examined originated in Canada or the United States, with limited sourcing from other countries among the high-volume materials reviewed. The preliminary review did not identify any confirmed instances of forced labour or child labour. It did, however, identify areas requiring further assessment, including visibility beyond direct suppliers, the origin of selected ingredients and packaging materials, and suppliers for which human rights information remains incomplete. With respect to temporary labour supplied through

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employment agencies, Solina Canada mitigates child labour risk by independently reviewing identification and age documentation for temporary workers before they begin work at its sites.

While this review does not constitute a comprehensive human rights risk assessment of Solina Canada's entire supply chain, it provides an additional foundation for the Company's continued development of a risk-based due diligence approach.

Based on the information and controls available during the reporting period, Solina Canada did not identify any confirmed instances of forced labour or child labour. However, the supply chain review was preliminary and did not cover all direct and indirect suppliers or the complete origin of all materials. The absence of identified instances should therefore not be interpreted as confirmation that the supply chain is free from potential risk.

V. REMEDIATION MEASURES

To the best of Solina Canada's knowledge, no instances of forced labour or child labour were identified within its operations or supply chain during the 2025 reporting period. Accordingly, no specific remediation measures relating to forced labour or child labour were required.

Solina nevertheless recognizes the importance of having appropriate mechanisms available should an adverse human rights impact be identified.

Under the Solina Group's human rights framework, where human rights risks or impacts are identified, appropriate measures may include investigation, engagement with the relevant supplier or business partner, corrective action, monitoring and remediation.

Where an issue involves a supplier, Solina seeks to use its leverage to support appropriate corrective action and remediation. Disengagement from a supplier relationship may be considered where necessary, taking into account the potential impact on affected workers and communities.

VI. REMEDIATION OF LOSS OF INCOME

Solina Canada did not identify any loss of income to vulnerable families resulting from measures taken to eliminate forced labour or child labour from its activities or supply chain during the 2025 reporting period.

Accordingly, no specific measures to remediate loss of income were required during the reporting period.

Solina recognizes that remediation actions, including decisions regarding supplier relationships, should take into consideration potential unintended impacts on workers and vulnerable communities.

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VII. TRAINING AND AWARENESS

Solina Canada did not provide specific employee training dedicated to forced labour or child labour during the 2025 reporting period.

Employees responsible for recruitment continued to apply existing controls relating to employee identification and age verification, and employees involved in supplier management operated within Solina's existing supplier approval and compliance framework.

Solina Canada recognizes the importance of continuing to build awareness of forced labour, child labour and broader human rights risks among employees involved in procurement, supplier management, human resources and supply chain activities.

The Company intends to assess appropriate training and awareness initiatives as part of the continued development of its human rights due diligence approach.

VIII. ASSESSING EFFECTIVENESS

During 2025, Solina Canada relied on a combination of internal controls, supplier requirements, Group policies and supplier assessment processes to prevent and reduce the risks of forced labour and child labour.

Measures and indicators available during the reporting period included:

- approximately 80% of active suppliers having signed or formally accepted the Solina Group Supplier Code of Conduct;
- verification of employee identification and age documentation as part of the recruitment process;
- use at Group level of the Sedex country/product risk assessment tool;
- inclusion of forced labour and child labour considerations within the Group supplier quality audit checklist;
- approximately 20 supplier quality audits conducted at Group level during 2025; and
- increased visibility into the country of origin of Solina Canada's principal raw materials and packaging materials.

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Solina Canada did not yet have a comprehensive local process or specific key performance indicators dedicated exclusively to measuring the effectiveness of its actions in reducing forced labour and child labour risks during 2025.

The updated Solina Group Human Rights Policy adopted in December 2025 provides a more structured framework for human rights due diligence, including risk assessment, monitoring, supplier engagement, grievance mechanisms, auditing and continuous improvement.

Solina Canada recognizes that human rights due diligence is an evolving process and intends to continue strengthening its approach through improved supply chain visibility, supplier risk assessment, monitoring of Supplier Code of Conduct acceptance, appropriate training and awareness, and alignment with Solina Group's broader human rights due diligence framework.

IX. APPROVAL AND ATTESTATION

This Report was approved pursuant to the requirements of the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* by **Paul den Dunnen, President** on **August 27, 2026**.

In accordance with the requirements of the Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in this Report for **Solina Canada Inc.**

Based on my knowledge, and having exercised reasonable diligence, I attest that the information contained in this Report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed above.

SOLINA CANADA INC.Per:  _____**Name:** Paul den Dunnen**Title:** President**Date:** August 27, 2026

I have authority to bind Solina Canada Inc.