

**COMBATING FORCED LABOUR AND CHILD
LABOUR IN SUPPLY CHAINS**

2025 Annual Report

LEPAGE
MILLWORK



Structure and Operations



**Risk Prevention
and Mitigation**



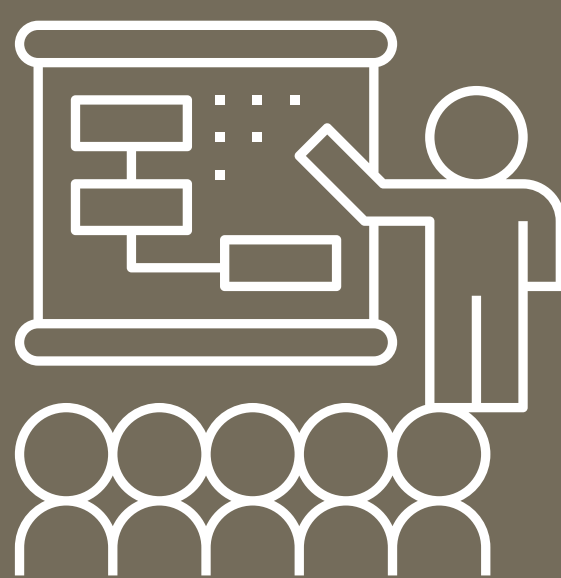
**Policies and
Reasonable Due
Diligence**



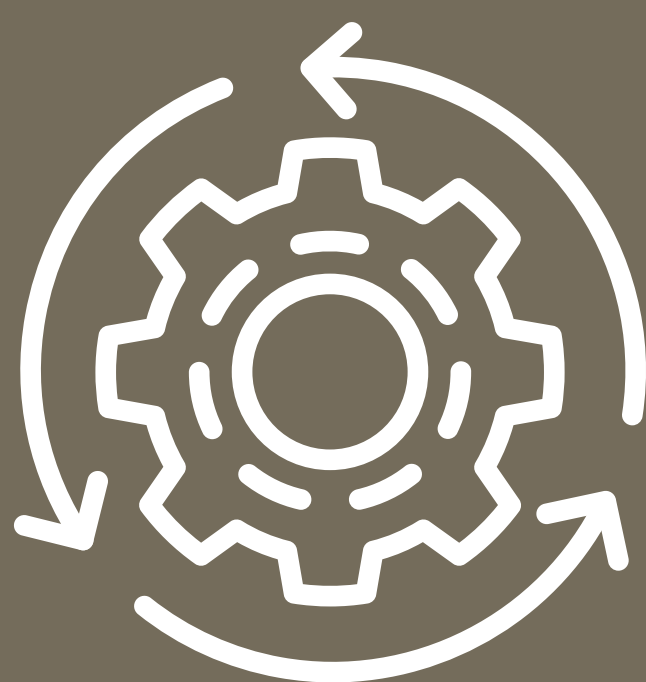
**Supply Chain & Risk
Management**



Remediation



Training



Effectiveness Assessment

Structure and Operations

About

This report covers Alphonse Lepage Inc., also doing business as Lepage Millwork, a corporation incorporated under the Québec Business Corporations Act, for the reporting period from April 2025 to March 2026.

It outlines the steps our company has taken to reduce risks related to modern slavery—including forced labour and child forced labour—within our operations and supply chains, in accordance with Canada’s legislation to combat forced labour and child labour in supply chains.

Alphonse Lepage engaged an independent third party, Groupe Conseil C-TPAT Inc. (GCC), which specializes in supply chain and logistics risk assessments, to support us in our analyses and process improvements aimed at minimizing the risk of forced labour and child labour in our supply chains.

Our Company

Alphonse Lepage founded its doors and windows business in Rivière-du-Loup, Québec, in 1947. For more than 75 years, Lepage has helped drive the region’s economic growth—creating good local jobs and relying on regional suppliers for its products. Based in Rivière-du-Loup, Québec, with more than 300,000 square feet of production space, we’re proud to be part of a thriving community—recognized time and again as one of Canada’s most entrepreneurial cities.

Our meticulous craftspeople bring decades of expertise to creating high-quality, handcrafted doors and windows. Designed with innovative technologies, our products deliver smooth, effortless operation, eco-friendly energy options, and an impressive range of custom finishes.

At Lepage, our commitment to operating responsibly and reducing our environmental footprint is essential. We source primarily from local and regional suppliers. We schedule product deliveries to maximize available space in every truck, significantly reducing air pollution caused by inefficient, repetitive transport. We also use 100% of our wood waste to generate heat and steam for our production facilities, lowering our reliance on fossil fuels and reducing our carbon footprint.

In 2022, Lepage Millwork turned a new page in its story as it celebrated its 75th anniversary—now employing nearly 475 people at its plant and head office located at 141 Chem. des Raymond, Rivière-du-Loup, QC G5R 4L9.

PREVENTION AND RISK-REDUCTION MEASURES



Alphonse Lepage is certified under the voluntary public-private partnership program, the Customs Trade Partnership Against Terrorism (CTPAT), led by U.S. Customs and Border Protection. The program focuses on security and preventive measures to reduce the risk of any form of illegal trafficking throughout the cross-border supply and logistics chain.

As part of the requirements, we must conduct checks with our business partners related to social compliance and modern slavery.

With support from GCC, Alphonse Lepage completed an external assessment, developed an action plan, and implemented new mitigation measures to strengthen our prevention practices and further reduce modern-slavery risks in our operations and supply chains, including:



Modern slavery is now included in the Management Committee’s mandate, which is responsible for assessing how effective our governance and existing measures are in preventing forced labour and child labour.



Conducting an external assessment of forced-labour and child-labour risks across our operations and supply chains.



Implementation of our modern slavery policy.



A Supplier Code of Conduct has been implemented to raise awareness among our partners and reaffirm our position against all forms of forced labour, child labour within our supply chains. This Code will continue to be improved in order to further clarify our expectations and strengthen our due diligence practices.

A modern slavery clause has also been incorporated into our purchase orders. This clause requires suppliers to confirm that the goods and services provided do not involve any form of forced labour, child labour, human trafficking, or modern slavery, and that they comply with applicable laws.



A risk analysis was carried out across our supply chain to identify areas and suppliers that may present forced-labour or child-labour risks.

Questionnaires were also sent to selected suppliers to support our due-diligence efforts and better document the measures already in place.

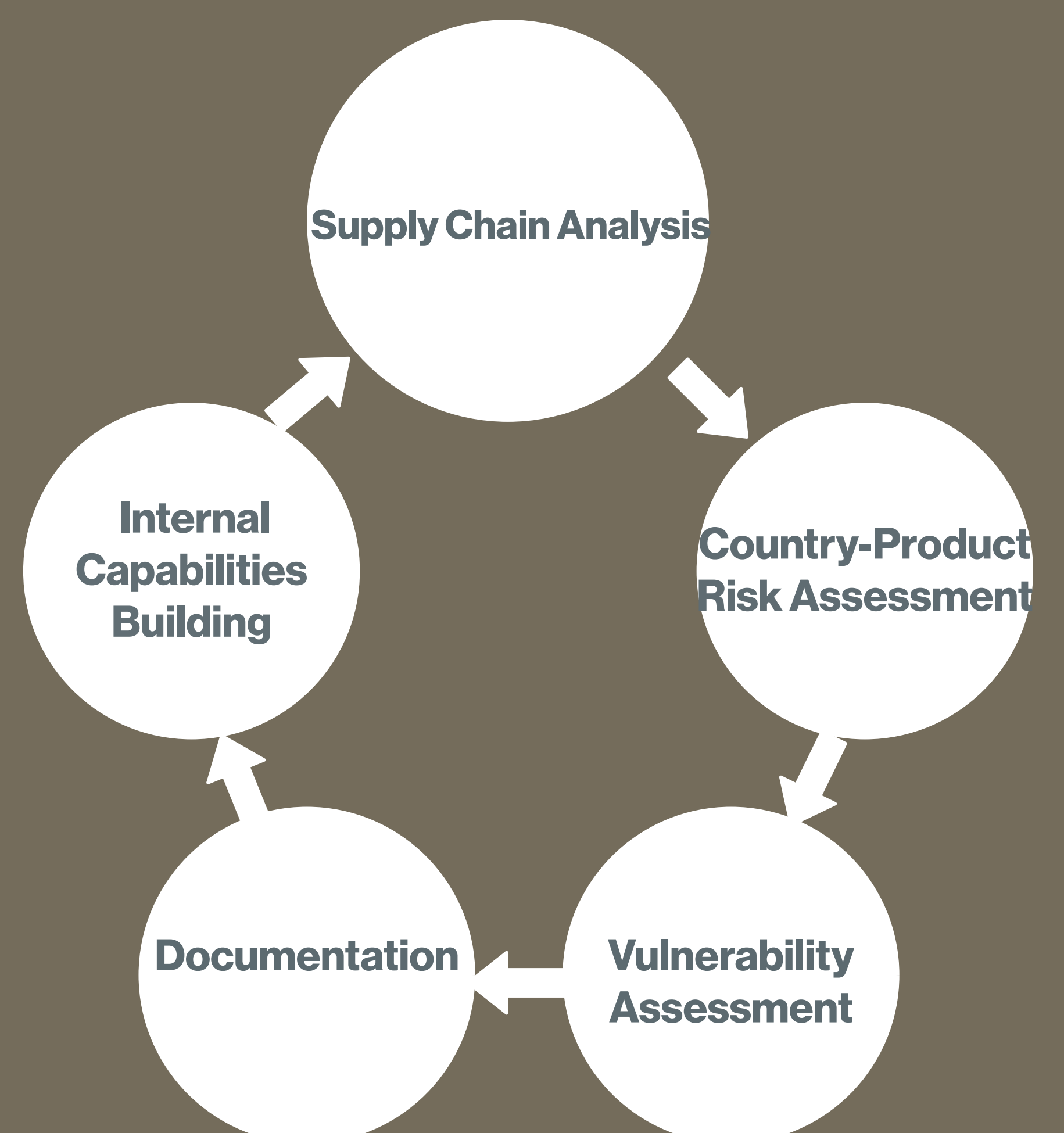
SUPPLY CHAIN AND RISK MANAGEMENT

Methodology

The C-TPAT Advisory Group's five-step methodology was used to guide the assessment of risks related to forced labour and child labour.

This approach provides a clear framework for gathering relevant information, evaluating risk factors, documenting findings, and supporting due diligence decisions.

This ensures the assessment is not based solely on general impressions, but on a structured, traceable, and repeatable process that can be updated over time as suppliers, sourcing countries, regulatory requirements, and identified risks evolve.



Our Supply Chain

During the reporting year, Alphonse Lepage reviewed its key suppliers and priority supply chains to better pinpoint areas with potential exposure to forced labour and child labour. This effort focused primarily on business relationships and purchasing categories that have a significant impact on the company's operations.

The review covered, among other things, direct international purchases, imports into Canada, countries of origin, product categories, and purchases made through distributors when they contribute to supply. Particular attention was given to suppliers, products, services, or regions that may present higher exposure based on the information available.

The findings from this review help Alphonse Lepage more effectively identify the suppliers and supply-chain segments that require closer oversight. They also help guide next steps, including requests for information from suppliers, additional checks, recommendations, and action plans designed to prevent or reduce the risks identified.

Alphonse Lepage sources most of these goods and raw materials from North American suppliers, representing 98% of its supply, and less than 2% from South America and Europe, when it is the official importer.





Analysis Summary

We assess that the direct inputs in our supply chain used to manufacture our products come predominantly from North America, are considered low risk, and that no indicators of modern slavery have been identified in this part of our supply chain.



Supplier Assessment

During the reporting year, we expanded our review of a portion of our supply chain connected to certain countries of origin that may present a higher level of risk.

Modern slavery self-assessment questionnaires were sent to selected suppliers, and the responses received were reviewed to better identify potential risks within our supply chain.

We will continue this work on a gradual basis, assessing a larger number of suppliers each year based on their risk level, while maintaining strong oversight through our due diligence process.



Temporary Foreign Workers

In Canada, Alphonse Lepage hires foreign workers and mitigates these risks by maintaining a rigorous hiring process.

We work with an external firm to support us with candidate sourcing and pre-screening, and we complete hiring internally in line with our high standards and the candidates' intention to establish themselves in Canada for the long term.

Working conditions respect human rights for all employees, including temporary foreign workers.

DUE DILIGENCE POLICIES AND PROCESSES

Alphonse Lepage has a procurement policy that requires everyone involved in the sourcing process to act with integrity and in line with the company's values and mission. This policy also aims to maintain responsible business relationships with suppliers and to reject any practice or behavior considered inappropriate or unethical. It has been strengthened to include human rights protection principles, particularly to help prevent the use of forced labour and child labour in our operations and supply chains.

To support these commitments in practice, Alphonse Lepage relies on a governance structure that guides the implementation of its policies to prevent forced labour and child labour. The management committee helps embed modern slavery prevention principles into the company's activities.

Alphonse Lepage also leverages its leadership, governance mechanisms, compliance requirements, and supplier code of conduct to promote respect for human rights among its employees, customers, partners, and the workers throughout its supply chain. This commitment is grounded in the importance placed on integrity, ethical conduct, and maintaining a safe, respectful, and inclusive workplace.

Alphonse Lepage is committed to preventing and reducing risks related to forced labour and child labour in its supply chains. To that end, the company conducts assessments based on a due diligence approach to identify, analyze, and mitigate potential risks related to modern slavery and human rights violations. This approach includes an annual risk review covering its operations and key suppliers.

Modern Slavery Policy

Alphonse Lepage is firmly committed to combating all forms of modern slavery, human trafficking, forced labour, and child labour across its operations and supply chain. The Company acknowledges its responsibility to respect human rights and to ensure its business practices do not contribute to exploitative situations.

This commitment is reflected in its Modern Slavery Policy, which sets a zero-tolerance approach, promotes ethical and responsible business practices, and is designed to ensure transparency, prevention, detection, and reporting of any potential risk or breach.



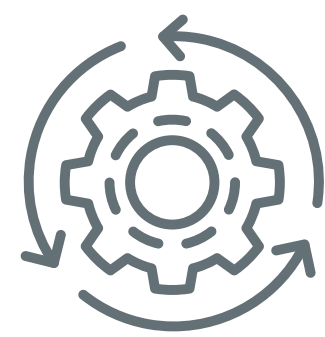


Code of Conduct

Alphonse Lepage embeds its commitments to preventing modern slavery into its internal practices, including through a policy that forms part of the working agreement with the employee committee. A modern slavery clause has also been added to purchase orders to remind suppliers of their obligations and their compliance with applicable laws.

In parallel, the company continues to improve its Supplier Code of Conduct in order to further clarify its expectations regarding compliance, human rights, the prevention of forced labour, child labour, and any other form of involuntary labour.

Effectiveness Assessment



During the reporting year, the company maintained and strengthened measures designed to reduce risks related to forced labour and child labour, both in its operations and across its supply chains.

Our continuous improvement process remains ongoing, including the development of performance indicators to track our progress. This approach is intended to reinforce existing measures and to gradually expand our prevention and risk-reduction efforts across all of our activities and supply-chain partners.

Reporting



The company continues to develop guidelines that set out the steps to take when a real or potential situation of modern slavery is identified. These guidelines are intended to help employees better recognize, report, and address such situations, while also outlining prevention or remediation measures that may be put in place to protect vulnerable workers.

Employees who interact with suppliers are also made aware of these expectations and are required to report any potentially illegal or unethical conduct brought to their attention, including any signs of forced labour, child labour, or modern slavery in the supply chain.

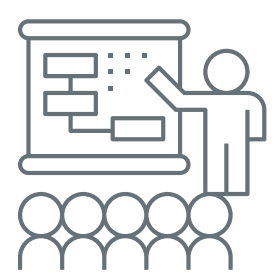
Remediation



To date, we have not identified any instances of forced labour or child labour in our operations or across our supply chains. As a result, we have not determined any situation requiring remediation measures related to lost income for vulnerable families.

We remain vigilant and continue our annual risk assessment, with particular attention to segments of the supply chain that may have higher potential exposure.

Training



The company has expanded its modern slavery awareness training to all employees to strengthen their understanding of issues related to forced labour, child labour, and other forms of exploitation.

This training is designed to foster shared responsibility for respecting and protecting human rights, while supporting the company's efforts to prevent and reduce modern slavery risks across its operations and supply chain.

APPROVAL AND CERTIFICATION

Pursuant to the requirements of the Act, and in particular section 11, I certify that I have reviewed the information contained in the report of Alphonse Lepage Inc.

To the best of my knowledge, and after exercising due diligence, I confirm that the information contained in the report is true, accurate, and complete in all material respects for the purposes of applying the Act, for the above-mentioned reporting year.

I have the authority to bind Alphonse Lepage Inc.



François-Xavier Bonneville

General Manager

May 12, 2026