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DISCLOSURE UNDER THE CANADIAN FIGHTING AGAINST FORCED LABOUR AND CHILD LABOUR IN SUPPLY CHAINS ACT

FINANCIAL YEAR 2025

This disclosure is made pursuant to Canada's Fighting Against Forced Labour and Child Labour in Supply Chain Act (the "Act") for reporting entity Ulteig Canada, Inc.

OUR ORGANISATION AND SUPPLY CHAIN

Ulteig Canada, Inc. is a corporation incorporated under the laws of the Province of Ontario, with its principal office in Burlington, Ontario. It is the subsidiary of Ulteig Engineers, Inc. ("Ulteig") which is active in Canada and meets the legal reporting requirements of the Act. As a general matter, Ulteig operates as an integrated organization rather than on a country-by-country basis. Accordingly, unless the context indicates otherwise, references to "Ulteig," the "Company," and terms such as "we," "us," and "our" refer to Ulteig and its consolidated subsidiaries as a whole.

Ulteig is a nationally recognized, employee-owned professional engineering services firm headquartered in Fargo, North Dakota, with more than 80 years of industry experience. The firm employs approximately 1,600 professionals, including more than 350 licensed professional engineers, across offices in the United States, Canada, and Costa Rica. Ulteig serves a diverse portfolio of public and private clients throughout the United States and Canada, delivering comprehensive engineering and design, program management, and technical and field services across four primary Lifeline Sectors®: Power, Renewables, Transportation, and Water.

The scope and nature of Ulteig's primarily professional services business generally limits exposure to modern slavery risks in our supply chain. Our supply chain largely consists of other service providers and vendors supplying goods for general office use. As a small part of our business, Ulteig also supplies equipment in connection with client projects, which are typically shipped directly to project sites. The suppliers and vendors related to the equipment procured for clients are primarily located in Canada and secondarily in the United States but have may have supply chains that reach globally.

HOW WE WORK TO ADDRESS MODERN SLAVERY

Our Policies and Training

Ulteig is firmly committed to preventing modern slavery and human trafficking within its operations and supply chains. Our Code of Conduct establishes clear expectations for ethical behavior and expressly prohibits modern slavery and human trafficking in our business. All employees are required to acknowledge the Code of Conduct prior to employment. It is available on our internal website and reinforced through annual training. Violations of the Code of Conduct or related policies may result in disciplinary action, up to and including termination.



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Ulteig also maintains robust hiring policies and practices designed to prevent child labor and forced or coerced work and to ensure compliance with all applicable labor and employment laws.

Our commitment extends to our vendors and suppliers. We contractually require them to abide by all relevant laws and our Code of Conduct. Our standard PO Terms and Conditions of Purchase and the Code are publicly available on our website.

In addition, Ulteig has established grievance mechanisms to allow employees and others to raise workplace concerns and report potential violations.

Risk Assessment, Due Diligence and Monitoring

Given the nature of our business, our workforce and suppliers, we have assessed our overall risk of modern slavery and human trafficking as low. However, as our business continues to grow and evolve, we will continue to monitor risks and adjust our approaches as necessary.

Regardless, Ulteig maintains a thorough vetting process for all third parties. As part of onboarding, suppliers and subconsultants are required to complete a qualification form, and we take reasonable steps to understand who we are working with and what risks are involved. This includes considering a third party's experience, reliability and current or recent legal actions against them. We make site visits to certain key suppliers throughout the business relationships to ensure first-hand knowledge and accountability regarding business practices and quality standards. In addition, our onboarding process includes screening against major government sanctions lists, including the OFAC SDN list, Canada's Special Economic Measures Act list and the United Nations Consolidated list. Lastly, if a potential violation is identified, we may require corrective actions, terminate that supplier or initiate legal action, depending on the severity of the infraction.

For the applicable reporting period and for the reporting entities under the Act, Ulteig has not identified occurrences of forced labor or child labor amongst our supplier base.



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Attestation of True and Accurate Report

In accordance with the requirements of the *Fighting Against Forced Labour and Child Labour in Supply Chains Act*, and in particular section 11 thereof, the below signed, attests that they have reviewed the information contained in the report on behalf of the governing body of Ulteig Canada, Inc. Based on their knowledge, and having exercised reasonable diligence, the below signed attests 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 within this report.

I have the authority to bind Ulteig Canada, Inc.

Craig Davies

Name: Craig Davies

Title: Vice President and Secretary

Date: 14/05/2026

Signature: Craig Davies
Craig Davies (May 14, 2026 09:36:31 CDT)

Email: craig.davies@ulteig.com