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Forced Labour and Child Labour Statement

For the Financial Year Ended December 31, 2025

This statement is made pursuant to:

- Section 54 of the UK Modern Slavery Act 2015, and
- The Fighting Against Forced Labour and Child Labour in Supply Chains Act (Canada)

and describes the steps taken during the 2025 financial year to prevent and mitigate the risk of forced labour and child labour in our business activities and supply chains.

During the 2025 financial year, the Company underwent a significant corporate transition following its divestiture from Berry Global, Inc. and acquisition by a private equity sponsor effective February 3, 2025. As a result, much of 2025 was focused on standing up independent corporate governance, operational, and compliance functions. Certain policies and formal training programs referenced in this statement were finalized or implemented after the close of the 2025 financial year and are described here for transparency and to demonstrate the Company's ongoing commitment to continuous improvement.

Our Structure, Operations, and Supply Chains
Vybond Specialty Adhesives, LLC (the "Company"), a wholly owned subsidiary of Vybond Group, Inc. Vybond Group, Inc., is a Delaware corporation engaged in the design, manufacture, and sale of pressure-sensitive adhesive tapes for industrial and commercial uses. The Company operates manufacturing facilities in the United States (Kentucky, Rhode Island, and New York) and sells products to customers globally, including customers located in Canada and the United Kingdom.

The Company does **not** maintain offices, manufacturing operations, or employees in Canada or the United Kingdom. The Company's activities involving those markets are conducted through commercial sales, import/export, and distribution arrangements, as applicable, and this statement is intended to address the Company's relevant reporting obligations and transparency commitments in those jurisdictions.

The Company's supply chain includes suppliers of raw materials, components, packaging, logistics, and professional services. These suppliers operate across multiple jurisdictions, including the United States and international locations. The Company's direct suppliers are typically established commercial entities operating in regulated industrial sectors. While the Company has visibility into its tier-one suppliers, the Company recognizes that full transparency beyond tier-one suppliers remains an evolving area and continues to assess opportunities to enhance supply chain visibility over time.

Oversight of forced labour and child labour risks is assigned to the Company's Legal and Compliance function, which reports periodically to senior management and the Board of Directors regarding compliance priorities, emerging risks, and regulatory developments following the Company's establishment as an independent organization.

Policies Relating to Forced Labour and Child Labour
The Company is committed to conducting business ethically and responsibly and to respecting internationally recognized human rights standards.

Relevant policies and governance measures include:

- Global Human Rights Policy, published in 2025 and publicly available on the Company's website (available at https://vybond.com/legal).
- Vybond Forced Labour and Child Labour Statement, published in 2025 and publicly available on the Company's website (available at https://vybond.com/legal).
- Policies addressing ethical business conduct, whistleblower protections, and non-retaliation.
- Continued development of the Company's Code of Ethics & Business Conduct and Supplier Code of Conduct. These documents were finalized and implemented during 2026 and establish expectations relating to ethical business conduct, labor practices, human rights, and legal compliance.

These policies are informed by internationally recognized standards, including the principles outlined by the International Labour Organization (ILO) and the United Nations Guiding Principles on Business and Human Rights.

The Company communicates these expectations through contractual terms, onboarding processes, supplier engagements, and internal reporting mechanisms that permit employees and stakeholders to raise concerns without fear of retaliation.

Risk Assessment and Risk Management Processes
During the 2025 financial year, the Company maintained a risk-based approach to identifying and assessing forced labour and child labour risks within its operations and supply chains.

Key elements of this approach include:

- Consideration of sector-specific, geographic, and product-related risk factors associated with goods and materials sourced internationally;
- Review of supplier onboarding information, supplier certifications, and other commercially available compliance information to support risk assessment activities;
- Review of publicly available resources and indices relating to labour risks; and
- Prioritization of risk assessment efforts based on the Company’s ability to influence outcomes through contractual and commercial relationships.

Given the nature of the Company’s manufacturing activities and supplier base, the Company has not identified forced labour or child labour as a high-risk area within its own operations. However, the Company recognizes that certain supply chain inputs—particularly at upstream tiers—may present inherent risks due to geographic and sectoral factors.

Following its separation from Berry Global, Inc., the Company undertook a review and refresh of its ethics, compliance, and supplier standards to align them with its independent operating model. While several policies were finalized or updated in early 2026, the Company communicated interim expectations during 2025 through contractual terms and supplier onboarding processes and continues to enhance policy implementation on a rolling basis.

Risk assessment efforts during 2025 were informed by relative risk indicators, including country-level, sector-level, and product-related considerations. As the Company's standalone governance framework matures following its separation, it intends to further formalize and document its risk assessment processes.

Due Diligence and Remediation Measures
The Company's due diligence efforts during 2025 focused on prevention and risk mitigation rather than remediation, as no confirmed incidents of forced labour or child labour were identified in the Company's operations or direct supply chains.

Due diligence measures include:

- Supplier onboarding procedures incorporating ethical and legal compliance expectations.
- Denied party and sanctions screening.
- Risk-based supplier due diligence activities, including review of supplier certifications, compliance documentation, and contractual commitments related to legal and ethical sourcing expectations.
- Contractual provisions requiring suppliers to comply with applicable labour and human rights laws.
- Internal escalation and investigation processes enabling compliance concerns to be reported, reviewed, and addressed by appropriate personnel.

Should forced labour or child labour risks be identified, the Company will take appropriate steps to investigate, engage with the counterparty involved, and implement corrective actions consistent with applicable laws and recognized best practices. The Company has not identified any instances during the 2025 financial year requiring remediation of forced labour or child labour, nor has it identified any loss of income to vulnerable families resulting from measures taken to eliminate forced labour or child labour risks within its operations or supply chains.

Training and Awareness
During the 2025 reporting period, the Company provided interim awareness and guidance related to ethical conduct and compliance to relevant employees, including those involved in procurement, supply chain management, and legal/compliance functions. Formal role-based training programs addressing forced labour, child labour, ethical sourcing, and escalation of compliance concerns were developed as part of the Company's standalone compliance framework and began implementation in 2026.

Training content addresses:
- Ethical sourcing principles,
- Compliance with labour and employment laws, and
- Procedures for identifying and escalating potential compliance concerns.

The Company continues to assess opportunities to enhance role-specific training related to forced labour and child labour risks. These training programs are designed to evolve over time and to be refined as the Company continues to mature its independent compliance and risk management framework.

Assessing Effectiveness
The Company evaluates the effectiveness of its approach through:

- Ongoing monitoring of supplier relationships;
- Review of supplier onboarding activities, certifications, and compliance information;
- Review of reported concerns or incidents through internal reporting mechanisms;
- Periodic reassessment of policies and procedures; and
- Monitoring implementation of compliance program enhancements, including policy deployment and employee training initiatives where applicable

Effectiveness assessments during the reporting period were qualitative in nature and focused on the establishment of foundational controls, governance structures, and escalation mechanisms appropriate to the Company's stage of development following its separation.

Continuous Improvement

The Company recognizes that addressing forced labour and child labour risks is an ongoing process. During future reporting periods, the Company intends to refine and formalize its supplier due diligence framework, enhance supply chain transparency where practicable, expand training and awareness initiatives, and continue monitoring regulatory developments and evolving best practices in Canada, the United Kingdom, and other jurisdictions.

The Company expects its compliance, supplier due diligence, and risk management processes to continue maturing as its stand-alone governance framework evolves.

This statement was approved by the Board of Directors of Vybond Specialty Adhesives, LLC on August 20, 2026.

In accordance with the requirements of the *Fighting Against Forced Labour and Child Labour in Supply Chains Act*, and in particular section 11 thereof, I attest that I have reviewed the information contained in this report for the entity listed above. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in this report is true, accurate, and complete in all material respects for the purposes of the Act, for the reporting year listed above.

I have authority to bind Vybond Specialty Adhesives, LLC.

Signed: Michael Hill

Name: Michael E. Hill
Title: CEO
Date: 8/20/2026