

Fighting against Forced Labour and Child Labour in Supply Chains

SYNAGRI S.E.C.

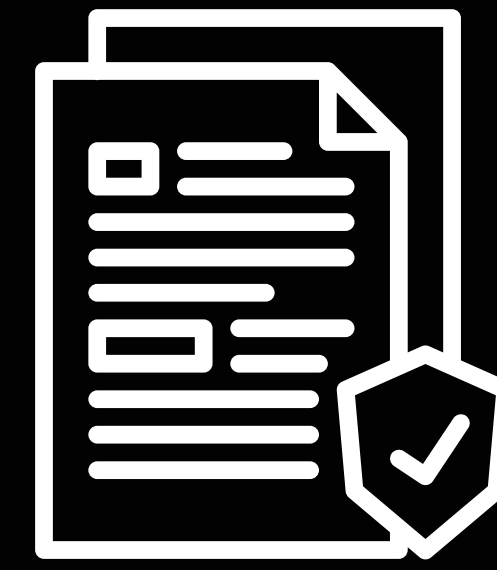
2025 Annual Report



Structure and Activities



**Risk
Prevention &
Mitigation**



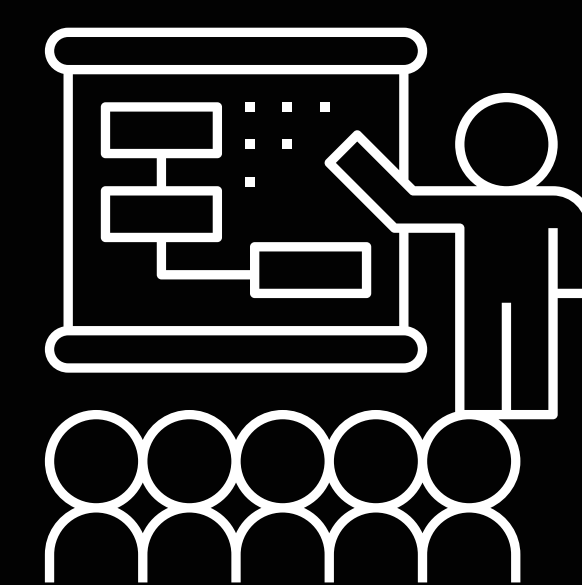
**Policies &
Due
Diligence**



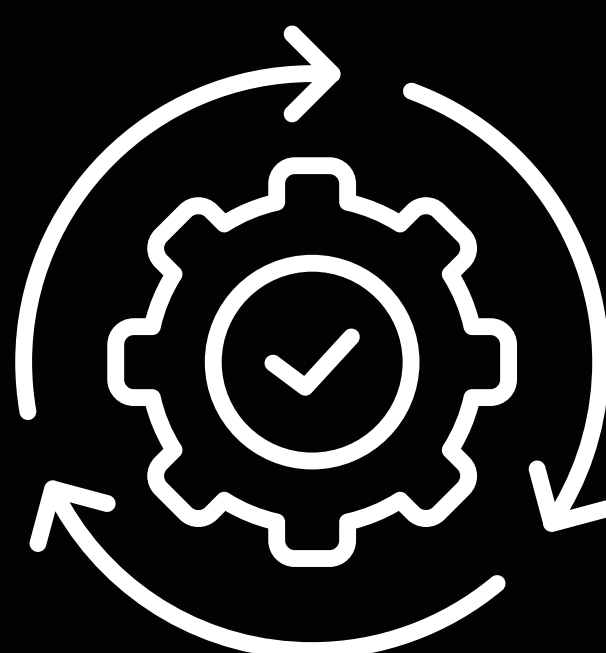
**Supply Chain and Risk
Management**



Remediation



Training



Effectiveness Evaluation

About

This report outlines the actions taken and the work underway to identify, assess, and reduce risks related to forced labour and child labour in the Company's operations and supply chains, in accordance with Canada's legislation to combat forced labour and child labour in supply chains.

This report covers Synagri S.E.C. for the fiscal year from October 1, 2024, to September 30, 2025.

Synagri S.E.C. engaged a third party—Groupe Conseil C-TPAT Inc., a specialist in supply chain and logistics risk assessments—to support us in various analyses and process improvements aimed at minimizing the risk of forced labour and child labour in our supply chains.

Our Company



Synagri S.E.C. is an agricultural input marketing company founded in January 2002 following the merger of Cargill's and Yara's sales networks. The company brings more than 50 years of experience in the agricultural sector.

Its operations span all of Québec, Eastern Ontario, and parts of New York State. Headquartered at 5175 Laurier Boulevard East, Saint-Hyacinthe, Québec, J2R 2B4, the company employs more than 250 people.

Synagri's mission is to help farmers perform at their best. The company develops, distributes, and markets products and solutions for modern agriculture, including fertilizers, seeds, crop protection and crop health products, as well as agronomic services.

Synagri also provides services related to precision agriculture, the Géosol laboratory, research and development, and agri-environmental fertilization plans. These services support the optimization of farming practices, crop productivity, and the adoption of solutions tailored to local realities.



Fertilizers

fertilization solutions



Seeds

grains, corn, soybeans, and forage crops



Crop Protection

responsible, effective use



Agronomic Services

advice, precision, analysis

Prevention and risk-reduction measures



Synagri S.E.C. is certified under the voluntary public-private partnership program Customs Trade Partnership Against Terrorism (CTPAT), led by U.S. Customs and Border Protection. The program is designed to safeguard the international supply chain and implement preventive measures to reduce the risks of illegal trafficking, security breaches, and other vulnerabilities throughout the cross-border logistics chain.

Among the applicable requirements, Synagri S.E.C. must carry out certain checks with its business partners, including aspects related to social compliance, forced labour, child labour, and modern slavery.

In this context, Synagri S.E.C. has launched a phased approach to strengthen its practices for preventing and reducing risks related to forced labour and child labour across its operations and supply chain.

This approach aims to better document its supply chain, identify potential areas of exposure, and guide the next preventive steps—such as the possible development of policies, monitoring tools, and formal expectations for business partners.

The company is currently supported by Groupe Conseil C-TPAT Inc., a firm specializing in supply-chain and logistics risk assessments, to develop an action plan and gradually implement mitigation measures to enhance its practices for preventing and reducing modern-slavery risks in its operations and supply chains, including:

Governance / management committee

Gradual integration of modern slavery into internal governance and prevention efforts.

External assessment

External support from Groupe Conseil C-TPAT Inc. to structure the risk assessment.

Policy

A policy is currently being developed to prevent forced labour and child labour and to uphold human rights.

Supplier code of conduct

Planned development of a Supplier Code of Conduct.

Risk assessment

A risk assessment is being developed to pinpoint potential areas of exposure.

Methodology

During the reporting period, Synagri S.E.C. began developing a five-step risk analysis based on the proven CTPAT program approach, tailored to assess the risks of forced labour and child labour within operations and supply chains.

This analysis is intended to provide a clearer picture of purchasing categories, suppliers, products, countries of origin, and areas with potential exposure to forced labour or child labour.



Our supply chain

Synagri S.E.C. has launched an initiative to better document its direct international purchases, including through a step-by-step review of samples of Canadian customs entries, imported product categories, and their associated countries of origin. This work is intended to provide a clearer picture of potential exposure to forced labour and child labour within the company's supply chains.

This analysis will be progressively expanded by reviewing Synagri's key tier-one suppliers—both domestic and international—engaged in its sourcing activities. Ongoing efforts will help pinpoint suppliers, products, or regions that may require closer attention and will guide the next steps in due diligence.

Synagri S.E.C. primarily sources products and agricultural inputs from suppliers based in North America. When Synagri serves as the official importer, its review of direct international sourcing is designed to document countries of origin, product categories, and the suppliers involved in order to assess risk levels and prioritize appropriate due diligence measures.





Analysis Summary

Synagri S.E.C. has launched an initiative to better document the direct inputs, product categories, suppliers, and countries of origin connected to its supply chain.

At this stage, the risk assessment is still being developed and is intended to identify which parts of the supply chain may be potentially exposed to forced labour, child labour, or other forms of modern slavery.

North American sourcing is generally viewed as lower risk, but Synagri is continuing its work to document this assessment and more precisely pinpoint the products, suppliers, or regions that require closer oversight.



Supplier Assessment

During the reporting period, Synagri S.E.C. is continuing to refine its risk analysis to take a closer look at certain segments of its supply chain—particularly where countries of origin, product categories, or supplier types may present a potentially higher level of exposure.

At this time, no modern-slavery-specific self-assessment questionnaire has been sent to suppliers. However, this option is among the measures being considered as part of the action plan currently under development.

Synagri plans to continue progressively strengthening its due diligence approach to identify priority suppliers, document potential risks, and set appropriate follow-up measures for upcoming reporting periods.

Workers



Synagri S.E.C. recognizes the importance of protecting the rights of everyone who contributes to its activities—whether employees, temporary workers, contract workers, or any other labour involved directly or indirectly in its operations.

The company aims to maintain employment practices that comply with applicable laws and uphold human rights principles. As part of its due diligence efforts, Synagri also plans to consider risks that may affect workers in its operations and, over time, across its supply chain.

Synagri intends to continue its efforts to strengthen documentation of its internal practices, raise awareness among relevant stakeholders, and ensure working conditions remain aligned with legal requirements and the company's expectations around integrity, respect, and social responsibility.

Due Diligence Policies and Processes



Synagri S.E.C. recognizes the importance of clearly defining its commitments to integrity, ethics, respect for human rights, and risk prevention across its operations and supply chain.

In its purchasing and sourcing practices, Synagri promotes responsible business relationships grounded in integrity, alignment with its values, and a clear rejection of any inappropriate, non compliant, or unethical practices.

During the reporting period, Synagri began the gradual development of its due diligence practices. This work may include, among other steps, drafting an internal policy, embedding human rights principles into its procurement processes, setting clear expectations for suppliers, and implementing monitoring measures that are proportionate to the risks identified.

Synagri also plans to strengthen its internal governance to support the phased integration of modern slavery prevention principles into its operations. This approach is intended to better identify, assess, and reduce potential risks related to forced labour and child labour, while taking into account the nature of its activities, its products, and its business relationships.

Modern Slavery Policy



Synagri S.E.C. is firmly committed to upholding human dignity and places strong emphasis on advancing equality, respect, and the protection of human rights across its operations, supply chains, and business relationships. With this in mind, the company is committed to maintaining a safe, respectful, and inclusive workplace.

This commitment is reflected, among other things, in the ongoing development of a policy focused on preventing forced labour and child labour and on upholding human rights. The policy will formalize Synagri S.E.C.'s expectations, provide guidance for internal practices, and support the continued strengthening of its modern slavery due diligence approach.

Code of Conduct

Synagri S.E.C. has a Code of Ethics for its employees that sets expectations for legal compliance, integrity, professional conduct, conflicts of interest, and responsible business relationships. In particular, the Code states that the company's activities must be carried out in accordance with applicable laws and that maintaining the integrity of the company and its employees remains a priority.

Synagri S.E.C. does not yet have a supplier code of conduct specifically addressing forced labour, child labour, or modern slavery. However, the company plans to assess establishing formal expectations for its business partners, including compliance with applicable laws, prohibitions on forced labour and child labour, protection of human rights, and the cooperation expected in the event of information requests or verification activities.

This approach allows Synagri to build on its existing ethical practices while gradually developing more targeted tools to prevent modern slavery across its operations and supply chain.

Remediation, training, and effectiveness

Remediation



To date, Synagri S.E.C. has not identified any instances of forced labour or child labour within its operations or supply chains. As a result, this report has not identified any situations that led to a loss of income for vulnerable families.

No formal remediation process specifically addressing forced labour or child labour is currently documented. However, Synagri remains vigilant and intends to define the steps to take should an actual or potential situation be brought to its attention.

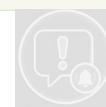
The company will also continue reviewing certain parts of its direct international supply chain that may carry higher exposure, to better pinpoint potential risks and the appropriate follow-up measures.

Training



During the reporting period, Synagri has not yet implemented formal training for all employees specifically focused on forced labour, child labour, or modern slavery. The company plans to assess awareness needs for relevant employees, including those involved in purchasing, sourcing, supplier management, and compliance.

Reporting



Synagri S.E.C. recognizes the importance of providing employees, suppliers, business partners, and other stakeholders with a way to report any concerns related to forced labour, child labour, exploitation, or abusive working conditions. To date, no confirmed cases of forced labour or child labour have been identified in its operations or supply chain for the period covered.

As part of its commitment to continuous improvement, Synagri S.E.C. plans to strengthen its reporting process so that any concern can be received, assessed, and addressed without fear of retaliation.

Effectiveness Assessment



Because the key due diligence measures are still being developed, Synagri has not yet put formal indicators in place to evaluate their effectiveness.

Next steps may include establishing indicators, documenting actions taken, and periodically assessing progress made.

Approval and Certification

In accordance with the requirements of the Act, and in particular section 11, I certify that I have reviewed the information contained in Synagri S.E.C.'s report.

To the best of my knowledge, and having exercised due diligence, I confirm that the information contained in the report is true, accurate, and complete in all material respects for the purposes of the Act, for the reporting year referenced above.

I have the authority to bind Synagri S.E.C.

Authorized Signature

Signature

Jean-François Couture, CPA
General manager

May 21, 2026

Date