

# Fighting Against Forced Labour and Child Labour

Report 2025

MOEVE CHIMIE BÉCANCOUR INC.

## About this report

This report is produced by Moeve Chimie Bécancour inc. (hereinafter “Moeve Chimie Bécancour”, “the Company”, “our” or “us”) for the fiscal year ending December 31, 2025 (the “Reporting Period”). It outlines the steps taken to prevent and reduce the risk of forced or child labor at any stage of the production of goods in Canada or abroad, as well as in goods imported into Canada by the Company.

This report constitutes the third report prepared by the Company in accordance with Canada’s Act to Combat Forced Labor and Child Labor in Supply Chains (the “Act”). Moeve Chimie Bécancour continues to strive for excellence by upholding strong ethical values and implementing policies that ensure compliance with industry regulations.

The Company is committed to improving its practices to combat slavery and human trafficking. The Moeve Group in general, and the Company in particular, strive to the utmost not to employ, either directly or through contractors, anyone under the age of 16, and do not tolerate any form of child labor, forced labor, or exploitation.

During the Reporting Period, the Company and its parent company took several measures to reduce the risk of forced labor and child labor internally and throughout their supply chain, including:

- implementing policies and procedures to prevent and address forced labor and child labor
- providing employee training on these issues
- conducting regular audits and controls to ensure compliance

## Our business and structure

Moeve Chemicals, S.A.U., our parent company, is the world’s leading producer of LAB (linear alkylbenzene) and the second-largest global producer of phenol/acetate, supported by its technological leadership in both fields. Its products are used as raw materials for detergents, resins, electronic components, synthetic fibers, pharmaceutical products, and more.

The Company is part of the Moeve Group, an integrated company operating across the oil and gas value chain. The Group’s main shareholders are Moeve Holding, LLC (61.36%), wholly owned by

Mubadala Investment Company, and Matador Bidco, S.A.R.L. (38.41%), wholly owned by The Carlyle Group. The Moeve Group employs nearly 10,000 people worldwide and operates in 22 countries across Europe, North America, Latin America, Africa, and Asia. Moeve Group reported annual revenues of €23,381 million in 2025.

Moeve Chemicals's facilities (direct or indirect ownership) are located in Spain, Canada, Brazil, Nigeria, and China, while its oleochemical facilities are located in Indonesia and Germany.

The parent company is committed to research, development, and innovation to ensure the sustainability of the industry and the quality of its products. It plays a role in the daily lives of millions of people and contributes to virtually all industrial sectors. It is strategically committed to circular economy principles to rationalize resource use and build a more sustainable, efficient, and equitable world.

Moeve Chemicals and its wholly owned subsidiary, Moeve Chimie Bécancour inc., sell basic and derivative chemical products on the international market. The Bécancour plant, operational since 1995, was the first to use Detal technology developed jointly by UOP and Cepsa. Located in the Bécancour industrial and port park, the plant uses an advanced process that significantly reduces environmental impact. Recognized for its environmental compliance, Moeve Chimie Bécancour is the only LAB manufacturer in Canada.

Thanks to an efficient distribution network, the Company supplies customers throughout North America, Central America and The Caribe holding 28% of the LAB market and maintaining a strong reputation as a reliable supplier of quality products. With an annual production capacity of 125,410 tons, the plant covers 2,6% of global demand in a highly competitive market. The expertise of its staff, the quality of raw materials, state-of-the-art technology, and attentive customer service ensure a promising future.

## **Our Principles and Values**

At Moeve Chimie Bécancour, our principles and values reflect our commitment to ethics and sustainability. We believe in respecting human rights and ensuring that our operations and supply chains remain free from forced and child labor.

Our values guide our corporate culture and daily practices:

- We care about people: We prioritize the safety, well-being, and development of our teams and communities.

- We charm our customers: We work collaboratively to exceed expectations and build trust.
- We look after the planet: We contribute to a greener future.
- Together we create more value: We collaborate with respect and integrity to achieve excellent results.
- We dare to be entrepreneurial: We embrace change and lead impactful projects.

The Moeve Group's Code of Ethics and Conduct establishes the principles and behaviors that guide our operations. It applies to all employees and stakeholders. Key elements include:

- respect for human rights and prohibition of forced and child labor
- compliance with all applicable laws and regulations
- commitment to ethics and integrity across operations and supply chains

### **Our policies<sup>1</sup>**

Our policies, including the Human Rights Policy, Sustainable Purchasing Policy, and Sustainability Policy, as well as our Living Wage Commitment<sup>2</sup>, reflect our commitment to ethics and sustainability. These policies apply to all operations of Moeve Chemicals, including Moeve Chimie Bécancour. We strive to ensure that our policies are effectively implemented and complied with in all our operations.

Moeve Chemicals is committed to ensuring that there is no modern slavery or human trafficking in its supply chains or in any part of its business. The Company's Human Rights Policy reflects this commitment, acting ethically and with integrity in all its business relationships and implementing and enforcing effective systems and controls to ensure that slavery and human trafficking do not occur anywhere in its supply chains.

In addition to complying with the laws applicable in each country where it operates, and in line with the Code of Ethics and Conduct, the Human Rights Policy of the Moeve Group is in line with international laws and practices, such as the United Nations Universal Declaration of Human Rights, the Declaration on Fundamental Principles and Rights at Work of the International Labor Organization (ILO), and the OECD Guidelines for Multinational Enterprises. It also considers the provisions of the National

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<sup>1</sup> <https://www.moeveglobal.com/en/the-company/corporate-governance/corporate-policy>

<sup>2</sup> <https://chemicals.cepsa.com/stfls/comercial/FICHEROS/OurGlobalPledge-LivingWageCQ-6042024.pdf>

Action Plan for Business and Human Rights of the Government of Spain, approved on July 28, 2017.

This policy applies to all the employees of the Moeve Group, as well as its business partners, in relation to human rights and labor practices in all areas and communities where the Company operates. More specifically, this policy requires the participants in our supply chain to endorse the Moeve Supplier Code of Ethics, which expressly provides the following:

*“Child labor. Suppliers shall avoid and prohibit any form of child labor and shall always respect the minimum employment age as set out in applicable legislation, ensuring that all workers are over 16 years of age (the minimum legal age to be able to work in Spain) or over the applicable statutory minimum age for workers in the relevant country, if higher; likewise, they shall take all reasonable steps to ensure that workers under the age of 16 are not assigned strenuous or dangerous tasks that may interfere with their education, or be detrimental to their health or physical, mental, moral, or social development.*

*Forced labor. Suppliers shall ensure that no type of forced or compulsory labor exists within their organization, meaning that no one shall work under duress or any threat of penalty, punishment or retaliation.”*

The Moeve Group expects and encourages its business partners to develop and implement ethical programs and standards that align with those of the Company. In cases where Moeve Chemicals believes that such parties have not complied with its policies or their contractual commitments, it reserves the right to take appropriate measures.

Moeve Chemicals employees are responsible for ensuring the integrity of the Company. Therefore, if a potential violation of the Code of Ethics and Conduct, related to internal or external rules, is detected, each employee has the obligation to report it as soon as possible through the available channels.

Moeve Chemicals will not tolerate any form of retaliation directed at anyone who raises a concern in good faith about a possible violation of the Code of Ethics and Conduct or internal or external rules. Nor will retaliation be allowed against anyone who assists in an investigation into non-compliance.

On the other hand, individuals who do not comply with the Code of Ethics and Conduct and the Company's Policies may be putting the Company at risk and, as a result, may be subject to disciplinary actions or sanctions.

Each violation of the Policies and the Code of Conduct is reviewed on a case-by-case basis and, when necessary, appropriate disciplinary and corrective measures are applied in accordance with corporate policies and procedures and applicable laws.

Our policies—including the Human Rights Policy, Sustainable Purchasing Policy, Sustainability Policy, and Living Wage Commitment—reflect our commitment to ethics and sustainability. These policies apply to all Moeve Chemicals operations, including Moeve Chimie Bécancour.

Moeve Chemicals is committed to ensuring that no modern slavery or human trafficking occurs in its supply chains or business operations. Its Human Rights Policy aligns with international standards such as:

- the UN Universal Declaration of Human Rights
- the ILO Declaration on Fundamental Principles and Rights at Work
- the OECD Guidelines for Multinational Enterprises
- Spain's National Action Plan for Business and Human Rights

This policy applies to all employees and business partners. Suppliers must adhere to the Moeve Supplier Code of Ethics, which explicitly prohibits child labor and forced labor.

Employees are responsible for reporting any potential violations of the Code of Ethics and Conduct. Moeve Chemicals prohibits retaliation against anyone who raises concerns in good faith.

### **Due Diligence Processes for Slavery and Human Trafficking**

The Ethics Committee, is composed by:

- o Head of Assurance (Chairman)
- o Head of Ethics & Compliance Office (Secretary)
- o Director of Legal & Assurance
- o Director of Human Resources
- o Head of Labor Affairs

Committee Mandate and Purpose is promote ethics and integrity at Moeve by ensuring that employees and any third parties related to the Company have access to mechanisms to raise queries or report potential

breaches of the Code of Ethics and Conduct or any applicable laws or regulations.

The Office of Ethics and Compliance conducts due diligence to monitor and identify any behavior that violates the Human Rights Policy or Code of Conduct.

Our systems allow us to:

- identify and assess risks in our supply chains
- mitigate risks of slavery and human trafficking
- monitor risk areas
- protect whistleblowers

### **The Supply Chain of Moeve**

The Moeve Group works with 4,799 suppliers, representing €1,750 billion in procurement spending. The Group encourages local sourcing to improve flexibility, reduce risk, and support local economies.

The Sustainable Procurement Policy promotes responsible procurement practices. Suppliers must adhere to the Supplier Code of Ethics and meet ESG expectations. In 2025, we updated our Sustainable Procurement Policy and the Suppliers' Code of Ethics and Conduct, which all suppliers, including Tier 2 suppliers that access our facilities, are required to accept. Additionally, we maintain our certifications under ISO 20400 – Sustainable Procurement and UNE 15896 – Value-Added Purchasing Management, which certify the integration of sustainability and excellence within the procurement function.

Moeve uses analytical tools, including real-time monitoring (RiskMethods), to identify risks related to sustainability and human rights.

In 2025, the Company conducted:

- 3,126 risk assessments on active suppliers
- 488 additional compliance analyses under KYC procedures

No supplier was identified as high or very high risk. In 2025, we conducted also 1,938 assessments and evaluated 826 suppliers based on their criticality. As a result, 94% of our critical suppliers have at least one performance assessment.

### **Adherence of Suppliers to Our Values and Ethics**

Moeve Chimie Bécancour maintains zero tolerance for slavery and human trafficking. Suppliers must maintain rigorous compliance programs and adhere to the Company's ethical standards.

- Supplier selection criteria include:
- preference for suppliers with human rights policies
- mandatory adherence to the Moeve Supplier Code of Ethics or UN Global Compact principles
- communication channels for reporting violations
- compliance with international norms regarding the use of force

### **Risk Assessment in the Supply Chain**

According to the Global Slavery Index, most of the Moeve Group's supply chain operates in regions with low to medium prevalence of slavery (Canada, Brazil, EU, China). Some suppliers operate in higher-risk regions, requiring enhanced monitoring.

### **Remediation**

During the Reporting Period, the Company did not identify any cases of forced or child labor in its operations or supply chain. No reports of non-compliance were received through the Integrity Channel.

### **Training**

Moeve provides mandatory ethics and compliance training, including human rights topics.

To date, at the Bécancour site:

- 92% of employees have completed Code of Ethics and Conduct training.
- 91% of employees have completed Integrity Channel training.
- 68% of employees have completed Crime Prevention Model training.

Annual refreshers ensure continued awareness. The local team includes a certified ethics and compliance professional.

### **Results and Next Steps**

The Company has made significant progress in implementing policies and mitigating risks. Future actions include:

- reviewing policies and procedures
- expanding training initiatives
- improving audit and control processes

### **Monitoring Effectiveness**

In 2023, the ESG Committee was created to monitor ESG objectives and ensure compliance. It receives quarterly updates and addresses any emerging risks related to forced or child labor.

### **Attestation**

“In accordance with the requirements of the Act, and in particular section 11 thereof, this report was approved by the Administrators of Moeve Chimie Bécancour inc.

In accordance with the Act, I, the undersigned, attest that I have reviewed the information contained in the report for the entity or entities listed above. Based on my knowledge, and having exercised reasonable diligence, I attest 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 above.”

I have the authority to bind Moeve Chimie Bécancour Inc.



José Maria Solana

CEO, Moeve Chemicals S.A.U.

April 27, 2026 - Report 2025

Moeve Chimie Bécancour, INC.



**Moeve Chemicals, S.A.U.**  
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