

Modern Slavery Report

This report by Marmon Holdings Corporation ("**Marmon Corp.**") is made pursuant to Canada's *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (the "**Act**") for Marmon Corp.'s financial year commencing on January 1, 2024 and ending on December 31, 2024.

1 Structure, Operations, and Supply Chains

Marmon Corp. is a subsidiary of Marmon Holdings, Inc. ("**Marmon Parent**"), a Berkshire Hathaway company comprising 12 industry groups, 30,000 team members, and more than 120 autonomous businesses.

Marmon Corp. is a holding company that owns the operating companies Marmon/Keystone Canada Inc. and TMI Climate Solutions Canada, Inc. Marmon/Keystone Canada Inc. is one of the largest stocking distributors of tubing, pipe, and bar products in the world. TMI Climate Solutions Canada, Inc. is an industry-leading HVAC manufacturer. Both are reporting under the Act separately.

Marmon Corp.'s subsidiaries are managed in a decentralized manner, with daily operations overseen by the subsidiaries' respective directors and officers. Marmon Corp. has no direct role in the operation of the businesses of its subsidiaries.

2 Risk of Forced Labour or Child Labour

Marmon Corp. is a holding company. It does not have any employees and does not produce, sell, distribute or import goods. Its subsidiaries operate under decentralized and independent management. Marmon Corp.'s operations or supply chains therefore do not pose any significant risk of forced labour or child labour.

3 Steps Taken to Prevent and Reduce Risks

Marmon Corp. adheres to Marmon Parent's *Prohibited Business Practices Policy and Code of Business Conduct and Ethics* ("**Policy 1**"). Policy 1 states Marmon Parent's commitment to safeguarding against any form of modern slavery taking place within its businesses or supply chains, including slavery, servitude, human trafficking, and forced or compulsory labour.

Additionally, Marmon Corp. is working towards better understanding risks relating to modern slavery and the measures it can take to contribute to the prevention of such risks. Policy 1 requires Marmon Corp. and its subsidiaries to report any risks with respect to any form of modern slavery on an annual basis to Marmon. Marmon Corp. intends to fully support its subsidiaries in preventing and mitigating risks of modern slavery in their business and supply chains.

4 Remediation Measures

Marmon Corp. has not identified any instances of forced labour or child labour in its business or supply chains. As such, no remediation measures were taken.

5 Remediation Measures Related to Loss of Income

Marmon Corp. has not identified any loss of income to the most vulnerable families that results from any measure taken to eliminate the use of forced labour or child labour in its activities and supply chains. As such, no measures to remediate loss of income were taken.

6 Training

Marmon Corp. itself has no employees and therefore does not need employee training. Its subsidiaries have the necessary measures in place to adequately train their employees in the prevention of modern slavery.


7 Assessing Effectiveness

Marmon Corp. does not currently assess the effectiveness of its actions in preventing and reducing risks of forced labour or child labour in its business and supply chain.

8 Approval

This report was approved on the date written below by the Board of Directors of Marmon Holdings Corporation pursuant to paragraph 11(4)(a) of the Act.

MARMON HOLDINGS CORPORATION

By: 
Sébastien Gallant
Group President – Marmon Metal Services
Date: May 22, 2025

I have the authority to bind Marmon Holdings Corporation