HunterDouglas

MODERN SLAVERY STATEMENT

FY 2025

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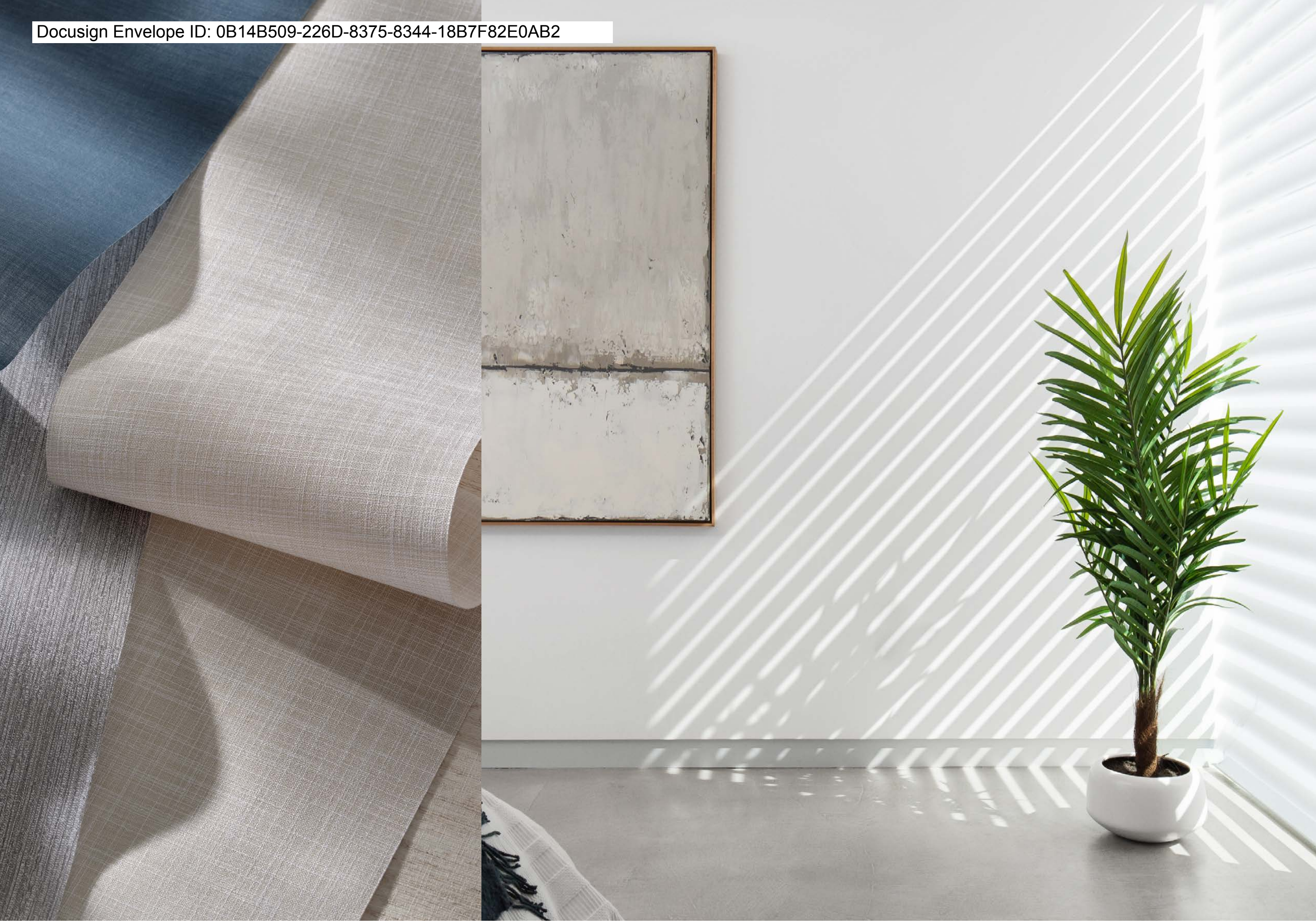
1 INTRODUCTION

Hunter Douglas Group Limited and its subsidiaries (collectively, “we,” “Hunter Douglas,” or the “Company”) are opposed to modern slavery in all its forms, including slavery, servitude, forced and compulsory labour, human trafficking, deceptive recruiting for labour or services, debt bondage, forced marriage and child labour (collectively, forms of “modern slavery”). The HD Reporting Entities recognise that modern slavery presents serious human rights issues, and we are committed to operating in a responsible and ethical manner.

This Report is made pursuant to sections 11 (1) and 11(3) of the Fighting Against Forced Labour and Child Labour in Supply Chains Act (the "Canadian Act"), Section 54 of the United Kingdom’s Modern Slavery Act 2015 (“UK MSA”) and Section 14 of the Australian Modern Slavery Act 2018 (“Australian MSA”). It describes the steps taken by the Hunter Douglas during the financial year ending 31 December 2025 to prevent and reduce the risk of modern slavery occurring in their operations and supply chains.

The HD Reporting Entities do not report under similar legislation in any other jurisdiction. However, companies within the Hunter Douglas Group report on modern slavery under Section 54 of the United Kingdom’s Modern Slavery Act 2015, found here; Section 14 of the Australian Modern Slavery Act 2018, found here; the California Transparency in Supply Chains Act, found here; and Section 11(1) and 11(3) of the Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act, found here.

All references to “we,” “us,” “our,” or “Hunter Douglas” in this Report refer to the HD Reporting Entities unless the context dictates otherwise. This report was prepared in consultation with the Hunter Douglas Group and all relevant in-scope subsidiaries.



2 OUR STRUCTURE, OPERATIONS AND SUPPLY CHAINS

The Hunter Douglas Group is a global market leader in window coverings and a major manufacturer of architectural products. The Hunter Douglas Group was established in 1919 in Germany by Henry Sonnenberg.

The Hunter Douglas Group is comprised of approximately 240 legal entities with approximately 77 facilities in 24 countries. The Hunter Douglas Group employs approximately 20,000 people worldwide.

We aspire to help people live beautifully in a connected, energy-efficient space; our dream is to be the fastest growing, most loved, and most efficient window coverings company. Globally, the Hunter Douglas Group's culture is one of the key drivers of our strategy to achieve these goals, and it encompasses our core values of transparency, entrepreneurship, accountability, and meritocracy. Communicated consistently throughout the Company, these values call for the highest ethical standards in all interactions with all stakeholders and partners. For more information about Hunter Douglas, please visit our corporate website at https://www.hunterdouglasgroup.com/.

A. Canadian Reporting Entities

Hunter Douglas Canada Holdings Inc. ("Hunter Douglas Canada") and Hunter Douglas Canada LP are both wholly owned subsidiaries of Hunter Douglas Group Limited, which cover the trading brands Hunter Douglas Canada, Levolor, Turnils, ES and MyBlinds.

Hunter Douglas Canada is a Canadian corporation incorporated pursuant to the Business Corporations Act Alberta and is headquartered in Oakville, Ontario. We have a single shared warehouse/office and employ approximately 142 people.

Hunter Douglas Canada LP, is the limited partner of Hunter Douglas Window Fashions Canada Inc., incorporated pursuant to Business Corporations Act Alberta and is headquartered in Oakville, Ontario.

Our primary operations in Canada are the sale and distribution of products from the Hunter Douglas Group. Accordingly, our supply chains predominately consist of window covering products that are principally sourced from Hunter Douglas Group manufacturing facilities, which are owned and operated by the Hunter Douglas Group, based outside of Canada.

B. UK Reporting Entities

Hunter Douglas (UK) Limited incorporated in England and Wales is a wholly owned subsidiary of Hunter Douglas Group Limited, and its subsidiary companies include: Hunter Douglas UK Retail Ltd. (which covers the trading brands Hillarys® and Thomas Sanderson®), Blinds 2Go Ltd., and Hunter Douglas UK Trade Limited (previously called Arena Blinds Ltd). The Company's operations across the United Kingdom employ approximately 2,000 team members. Our window covering products are manufactured in fully owned U.K.-based facilities or sourced from approved global suppliers.

In addition, in FY2025 Australian-based Blindsonline.com.au Pty. Ltd. was a subsidiary of Hunter Douglas (UK) Limited. With regard to this Australian subsidiary, we sourced product from Australian and overseas suppliers, which produce product in their own factories, or through third-party suppliers, located in Australia and overseas.

C. Australian Reporting Entities

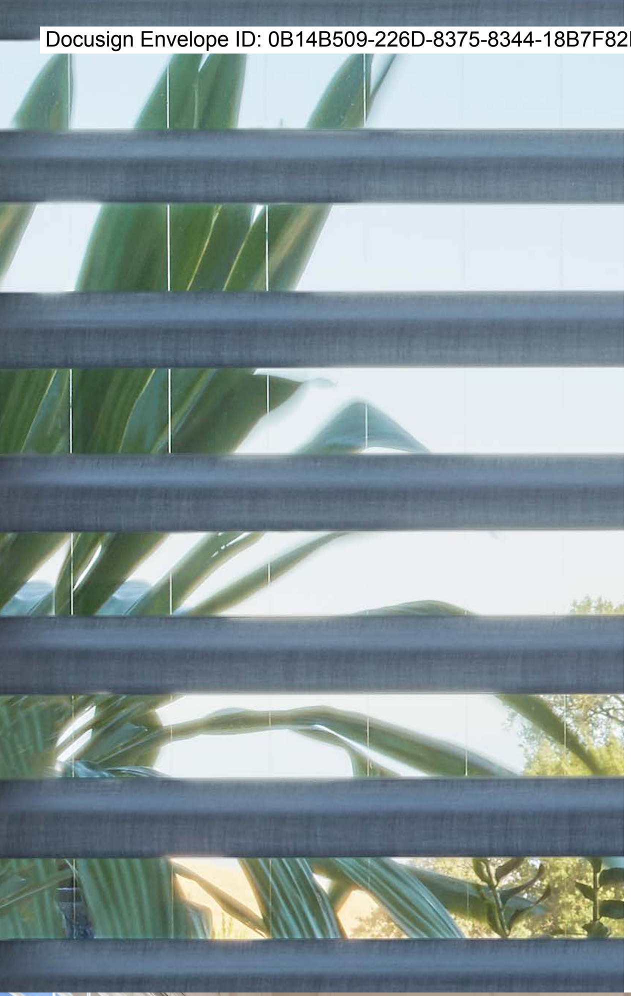
Hunter Douglas Holdings Pty Limited is an Australian incorporated wholly owned subsidiary of Hunter Douglas Group Limited, and its subsidiary companies in FY 2025 include: Hunter Douglas Pty Limited, Curtain Hardware Holdings Pty. Ltd., Vertilux Corporation Pty. Ltd. ATF Vertilux Trading Unit Trust, Victory Curtains & Blinds No. 2 Pty. Ltd. It commenced manufacturing operations in Australia in 1954 and is the largest supplier of window coverings in Australia. Its head office is located at Rydalmere in Sydney. The Company's operations across Australia employ more than 500 team members.

We source product from approximately 600 local and overseas suppliers, which produce product in their own factories, or through third-party suppliers, located in Australia and overseas.

Together, Hunter Douglas offer the finest quality window treatments, including blinds, shades, and shutters. We have a wide range of products designed to enhance the aesthetics and functionality of windows. Our product offerings include innovative designs, energy-efficient solutions, and customizable options for residential and commercial spaces. With millions of products sold, we aim to prioritize both quality and customer satisfaction.

We operate through a distribution network of thousands of independent business owners who are passionate about selling luxury window treatments. These business owners receive resources for success, including sampling, merchandising, training, and state-of-the-art customer relationship management tools.

The HD Reporting Entities and Hunter Douglas Group has not mapped third-party suppliers beyond Tier 1.



3 POTENTIAL RISKS

A. Direct Operations Risk

In FY 2025, Hunter Douglas assessed the risk of modern slavery in our direct business operations to be low. All of our employees within the HD Reporting Entities are based in Canada, UK and Australia. Through the Hunter Douglas Group, we have a robust system of HR policies and procedures that promote compliance with legally mandated employment entitlements and awards across our workforce.

B. Supply Chains Risk

Hunter Douglas recognizes that through the window furnishing products sourced from third-party supplier factories and local suppliers, we can be exposed to the risk of modern slavery in the manufacturing process overseas. We also recognize that modern slavery risks are more likely to exist in jurisdictions that historically demonstrate less respect for human rights principles and where there is lack of formal labour standards or a historical disregard for them.

The Global Slavery Index has identified a shortlist list of 15 imported products common in G20 countries, including Canada, Australia and the United Kingdom, that present a heightened risk of forced labour. While Hunter Douglas's primary product imports (i.e., window furnishings) do not appear on the list, certain raw materials and components used in window furnishings are included on the short list as set out in the table below:

Global Slavery Index: Importing Products at Risk of Forced Labour	Potential Exposure to Hunter Douglas Supply Chains
Electronics	Electronic components are used in motorized window furnishings
Textiles	Fabrics are used in manufacturing window furnishings (e.g., curtains)
Timber	Timber is used in manufacturing window furnishings

The policies and procedures set out in this Report operate to mitigate the above identified risks.

During the reporting period, Hunter Douglas is not aware of any instances of child or forced labour in its supply chains or operations. Accordingly, remediation steps were not required, and none were taken, including steps directed at remediating the financial impact on the most vulnerable families flowing from remediation efforts.

4 GOVERNANCE

Hunter Douglas Group has a strategic sustainability ambition to Source Responsibly, forming part of our wider sustainability strategy. This ambition incorporates modern slavery issues and global KPIs are tracked to measure impact and improvement.

As part of the Hunter Douglas Group, we seek to work alongside our employees and third-party business partners, including suppliers, to ensure that we prevent and reduce the risk of modern slavery in our operations and supply chains.

The Hunter Douglas Group Compliance and ESG Teams in partnership with the Procurement function provide oversight of modern slavery risk identification, assessment, management and response.

A. Policies

As part of the Hunter Douglas Group, we benefit from and apply the various policies and processes that constitute the foundation of our approach to ethics, human rights, and modern slavery.

I. Code of Business Conduct

The Code of Business Conduct makes clear that the Hunter Douglas Group is "committed to business practices that respect human rights in every jurisdiction in which we operate and throughout our global operations and supplier networks."

II. The Supplier Code of Conduct

At Hunter Douglas, we expect that our suppliers agree to comply with the Hunter Douglas Supplier Code of Conduct, which includes the minimum sourcing standards that suppliers are expected to meet as a condition of doing business with us. The Supplier Code of Conduct contains specific provisions addressing modern slavery stating, for example, that the supplier does not use forced labour, including prison labour, indentured labour, bonded labour, or other forms of forced labour. In addition, the Supplier Code of Conduct includes specific wording prohibiting conduct associated with child labor, human trafficking, non-compliance with local wage laws, and unauthorized subcontracting. We updated the Supplier Conduct in 2025 and this will be re-launched in 2026.

5 TRAINING

At Hunter Douglas, employees complete an annual training session on the Code of Business Conduct. As of 2024, this training includes a module on human rights, reminding employees to "respect human rights in every jurisdiction in which we operate and throughout our global operations and supplier networks," including to "take efforts to comply with all applicable legislation addressing issues of modern slavery.

6 GRIEVANCE MECHANISM

While the Code of Business Conduct serves as a practical guide to ethical decision-making, Hunter Douglas makes available to all employees (as well as customers and third-party partners) an Ethics Helpline that enables individuals to raise any questions or concerns about legal or ethical obligations. The Ethics Helpline is a confidential and secure means of reporting in the local language that is managed by an independent organization and available anywhere in the world, 24/7. Where local laws permit, individuals can file and follow up on reports anonymously.

7 DUE DILIGENCE

In 2025, Hunter Douglas launched a new third-party screening process and supporting technology platform (Exiger). This process involves the holistic review of new and existing suppliers to Hunter Douglas, including the Reporting Entities. This includes screening for potential modern slavery issues and other conduct raising human rights concerns.

In addition, Hunter Douglas implemented a risk-based approach to conduct enhanced ESG due diligence utilizing Ecovadis. This view involves further identification of potential human rights concerns based on industry, country and supplier documentation. This also includes an assessment of the suppliers' human rights governance.

In the event that red flags are raised or otherwise identified in our extended supply chain, these would be the subject of similar screening and due diligence.

In 2026, we plan to undertake additional risk-based due diligence of direct and indirect suppliers, who supply materials with elevated modern slavery risk.

No significant human rights issues were identified during our 2025 screening and due diligence activity.

8 ASSESSING EFFECTIVENESS

We recognize that our review and assessment of our actions to identify and address our modern slavery risks in our operations and across our supply chains will be an ongoing and evolving process, and we are committed to building upon the efforts taken to date. In 2025, we have not been able to adequately evaluate the effectiveness of measures we have undertaken to identify and address modern slavery risks. However, we expect to be able to better track and report effectiveness in 2026 due to KPIs and systems now in place.

9 APPROVAL & ATTESTATION

This Report was approved by the board of directors for Hunter Douglas Canada Holding Inc., which is the General Partner of Hunter Douglas Canada LP: In accordance with the requirements of the Canadian Act, and in particular section 11 thereof, I 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 Canadian Act, for the reporting year listed above.

Signed by:
Paul Chapple
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15 June 2026

Paul Chapple — Date

Hunter Douglas Canada LP President and Board Member of Hunter Douglas Canada Holdings Inc., which is the general partner of Hunter Douglas Canada LP.

This Report was approved by the board of directors for Hunter Douglas (UK) Limited. I 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 UK MSA, for the reporting year listed above.

Signed by:
Michael Jones
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15 June 2026

Michael Jones — Date

Director

This Report was approved by the board of directors for Hunter Douglas Holdings Pty Limited. I 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 Australia MSA, for the reporting year listed above.

Signed by:
Steve Saboune
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15 June 2026

Steve Saboune — Date

Director