



Modern Slavery Act Transparency Report for FY 2025

Diversified CPC International, Inc. is committed to preventing and reducing the risk of modern slavery including forced labor, child labor and human trafficking. This report addresses the fiscal year 2025 (from April 1st, 2025, to March 31st, 2026), in compliance with the requirements of *the Fighting Against Forced Labor and Child Labor in Supply Chains Act, S.C. (Statutes of Canada) 2023, c. 9*. This report was approved by the board of directors of Diversified CPC International, Inc. on May 21, 2026.

Background and organizational structure, activities and supply chains

Diversified CPC International, Inc. was established in 1964 as a corporation and is a subsidiary of Sumitomo Corporation of Americas (SCOA). It is headquartered in Joliet, IL with 114 employees in the United States; zero employees in Canada. Diversified CPC is a global leader in producing high-purity hydrocarbons, specialty gases and blends. Key offerings include propellants, refrigerants, foam blowing agents and solvents. The company also offers custom formulation, safety training and services related to gas storage and handling.

Diversified CPC International, Inc., acquires raw materials from refineries, chemical plants and chemical wholesalers via pipeline, rail, truck transport, ISO tank container, drum and cylinder. The materials are then further refined using proprietary equipment, purification processes and blending. With five manufacturing facilities throughout the United States, finished products are transported via rail, truck transport, ISO tank container and cylinder to customers.

Policies and Due-Diligence Processes in Relation to Forced and Child Labor

As a member of the Sumitomo Corporation (SC) Group, Diversified CPC International, Inc. shares the Sumitomo's Business Philosophy which has been passed down and followed faithfully for more than 400 years since Masatomo Sumitomo (1585- 1652) founded the company. SC Group's Corporate Mission Statement (Management Principles and Activity Guidelines) is based on this philosophy and represents our fundamental and ultimate value standard. In the Corporate Mission Statement, it states that we respect the personality of each individual and places prime importance on integrity and sound management.

We take our commitment to tackling modern slavery including forced labor child labor and human trafficking very seriously. Following are the steps which Diversified CPC International, Inc. has taken to help ensure that modern slavery including forced labor, child labor and human trafficking is not taking place in our business or supply chains:





SC Group's Human Rights Policy

Diversified CPC International, Inc. is committed to compliance with global labor and human rights standards and law. We respect the International Labor Organization (ILO)'s Declaration on Fundamental Principles and Rights at Work.

In line with SC Group's Human Rights Policy, we are working towards identifying and to preventing or mitigating any adverse impact on human rights through the implementation of human rights due diligence processes. Where we identify that our company's practices have caused or contributed to an adverse impact on human rights, we will endeavor to take appropriate remedial measures, and we will seek to improve and progress human rights measures through engagement and dialogue with relevant stakeholders.

The SC Group Corporate Social Responsibility Action Guidelines for Supply Chain Management

Diversified CPC International, Inc. is committed to implementing the SC Group CSR Action Guidelines for Supply Chain Management. Through the implementation of these guidelines, we are aiming to realize a sustainable society by working together with our suppliers, business partners and contractors, etc. to achieve responsible value chain management. As part of these guidelines, we set out our values to respect human rights and not to be complicit in human rights abuses and to prevent forced labor, child labor and the payment of unfairly low wages. These principles establish the overarching guidelines encompassing our commitment to preventing modern slavery including forced labor, child labor and human trafficking.

If we find violations of these guidelines in our supply chains, we will urge the suppliers, business partners or contractors, etc. to remedy and improve the situation, while providing support to them as needed. However, if there are no improvements to the situation by them, we will consider carefully whether to continue our business with them or not. However, no violations of these guidelines relating to child and/or forced labor were noted in FY2025.

Basic Elements

SC's internal control system, Basic Elements, aims to improve business quality and corporate value through effective governance. Diversified CPC International, Inc. has committed to this Basic Elements system by integrating *Respect for Human Rights, Labor Management, Health, Safety and the Environment, and Supplier Management* into our business management systems.

Forced labor and child labor risks

At present, Diversified CPC International, Inc., has not identified any parts of its business or supply chains that carry a risk of forced labor or child labor.

The eradication of any instances of modern slavery including forced labor, child labor and human trafficking remains a key priority for Diversified CPC International, Inc. We will continue to undertake





these efforts aimed at ensuring that no modern slavery including forced labor, child labor or human trafficking of any form exists in our business and supply chains.

Steps taken to reduce risks of forced and child labor

Reporting Mechanisms

There are several ways Diversified CPC International, Inc., employees may report violations of the Human Rights Policy, including to their immediate manager, Human Resources or to any officer of the company. Alternatively, an employee or third-party may report the matter anonymously or ask questions regarding the same to SCOA's EthicsPoint Helpline at www.scamericas.ethicspoint.com or by calling 1-888-279-1912. Note that employees may report suspected ethical and other compliance violations without any fear of retaliation.

Training

Diversified CPC International, Inc. maintains an e-learning training curriculum for business conduct and human rights. These trainings are mandatory for all employees and provides information on international initiatives and regulations, code of business conduct, human rights, and SC Group's policies and procedures. Diversified CPC International, Inc. provides additional training for Managers for human rights and EthicsPoint walk-in reporting.

Remediation measures for loss of income

No measures have been taken to remediate forced labor or child labor in our activities and supply chain or remediate loss of income for vulnerable families, as we have not identified such labor in our activities and supply chains.

Assessing effectiveness

For FY2025, no actions have been taken to assess our effectiveness in preventing and reducing risks of forced labor and child labor in our activities and supply chains.





Attestation

In accordance with the requirements of the Acts, and in particular section 11 of the *Fighting Against Forced Labor and Child Labor in Supply Chains Act*, S.C. (Statutes of Canada) 2023, c. 9, I attest that I have reviewed the information contained in the report for the entity. 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 Acts, for the reporting year listed above. I have the authority to bind Diversified CPC International, Inc.

May 21, 2026

Signed by:

David E Burks

David E. Burks
President and CEO
Diversified CPC International, Inc.

