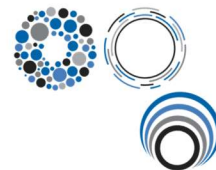




***FIGHTING AGAINST FORCED
LABOUR AND CHILD LABOUR
IN SUPPLY CHAINS ACT***

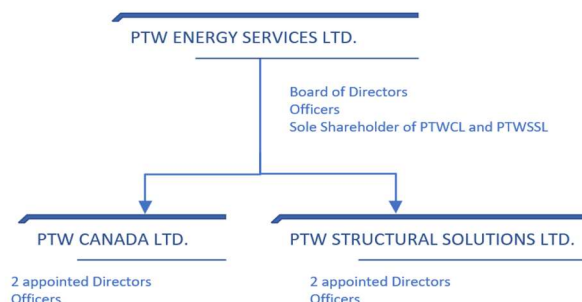
2025 ANNUAL REPORT





Reporting Entities

This report applies to PTW Energy Services Ltd., PTW Canada Ltd., and PTW Structural Solutions Ltd. (collectively referred to as “PTW”). Each entity meets the reporting requirements under the Act based on applicable financial thresholds. Although PTW Energy Services Ltd. does not perform operational services, it is the sole shareholder of the operating entities and is therefore required to report under the Act.



Structure, Activities and Supply Chains

PTW Energy Services Ltd., PTW Canada Ltd., and PTW Structural Solutions Ltd. are all incorporated under the laws of the Province of Alberta and operate under a defined organizational structure with established reporting lines and departmental oversight. Headquartered in Rocky View County, Alberta, PTW is a leading provider of electrical and instrumentation (E&I) maintenance and construction services across Western Canada, and a recognized provider of structural steel, rigid frame, self-frame, and pre-engineered building solutions. In 2025, PTW employed an average of 1,800 employees and operated across 40 locations nationwide.

PTW operates across a broad range of industries, including agriculture, forestry, pulp and paper, government, manufacturing, metals and mining, pipelines, oil and gas, petrochemicals, power generation, and renewable energy. PTW Canada Ltd. provides electrical, instrumentation, maintenance, and construction services, while PTW Structural Solutions Ltd. performs fabrication and modular work. These activities include producing goods in Canada and importing goods into Canada.

In 2025, PTW maintained a large and diverse supply chain consisting of approximately 1638 active vendors, suppliers and subcontractors. The Company is committed to ethical sourcing and expects all participants in its supply chain to operate in accordance with applicable laws and its internal standards, including the prohibition of forced labour and child labour.

Policies and Due Diligence Processes

PTW maintains a comprehensive framework of policies and procedures that govern ethical conduct and compliance across its operations and supply chains. Key policies that reflect PTW’s position on the prohibition and prevention of forced labour, child labour, and related human rights violations



include the Code of Conduct, Whistleblower and Anti-Retaliation Policy, Supplier Code of Conduct, Anti-Harassment Policy, Anti-Violence Policy, Purchase Order Terms and Conditions, and Standard Subcontract Terms and Conditions. These policies are aligned with applicable federal and provincial legislation, including employment standards, human rights, and occupational health and safety requirements.

PTW's due diligence processes include requiring suppliers, contractors, and service providers to comply with its Supplier Code of Conduct and all applicable laws as a condition of engagement. All new suppliers must agree to and comply with PTW's policies, including the Supplier Code of Conduct, which reflects requirements under the Act, as a condition for becoming an approved vendor. In addition, PTW also maintains the ability to conduct audits of suppliers where appropriate.

Internally, the Human Resources and Payroll departments implement controls to ensure compliance with employment-related legislation during onboarding and payroll processes. All employees are required to annually review and acknowledge the Company's Code of Conduct, which reinforces expectations related to ethical behaviour, including the prohibition of forced labour and child labour in accordance with the Act.

Risks and Steps Taken to Assess and Manage Risk

PTW recognizes that the risk of forced labour and child labour may exist within its supply chain. In 2025, PTW did not conduct a formal risk assessment to identify specific areas within its operations or supply chain that may carry such risks. No incidents, complaints, or grievances related to forced labour or child labour were reported during the reporting period.

PTW has implemented baseline risk management measures, including enforcing its Supplier Code of Conduct, requiring supplier compliance as part of its approval process, and incorporating contractual obligations that allow for oversight and potential audits.

In 2025, PTW has taken steps to strengthen its risk management approach by implementing a formal third-party reporting line, exploring third-party training programs, and conducting a comprehensive gap and risk analysis to help strengthen PTW's policies, procedures, and overall approach to preventing forced labour and child labour.

Remediation Measures

During the 2025 reporting period, PTW did not identify any instances of forced labour or child labour within its operations or supply chain. As a result, no remediation measures were required or implemented.



Remediation of Loss of Income

PTW did not identify any situations in 2025 where remediation efforts related to forced labour or child labour resulted in a loss of income for vulnerable individuals or families. Accordingly, no measures were required or implemented to address such impacts during the reporting period.

Employee Training

In 2025, PTW did not provide formal training specifically focused on forced labour, child labour, or modern slavery. However, awareness content related to the Fighting Against Forced Labour and Child Labour in Supply Chains Act was incorporated into the Company's enterprise-wide safety meetings held in March, April, and May, with total estimated attendance of approximately 700 to 800 employees across these sessions.

All PTW employees are required to annually review and acknowledge the Company's Code of Conduct, which reinforces expectations related to ethical behaviour, including the prohibition of forced labour and child labour in accordance with the Act.

PTW is also evaluating third-party training providers to deliver structured and in-depth education on these topics across the organization.

Assessing Effectiveness

In 2025, PTW did not conduct formal assessments to evaluate the effectiveness of its measures in preventing and reducing the risk of forced labour and child labour within its operations and supply chains. No incidents, complaints, or grievances related to forced labour or child labour were reported during the reporting period.

In 2026, PTW plans to follow up with vendors who have not yet provided acknowledgement of compliance with the Fighting Against Forced Labour and Child Labour in Supply Chains Act by sending them the Supply Chain Policy and requesting completion of a forced labour and child labour supply chain questionnaire.

In 2026, PTW plans to implement online training designed to educate employees and raise awareness about all forms of modern slavery, including forced and child labour. The training will highlight where modern slavery occurs and explain the growing global focus on eliminating these exploitative labour practices.



IN ACCORDANCE WITH THE REQUIREMENTS OF THE FIGHTING AGAINST FORCED LABOUR AND CHILD LABOUR IN SUPPLY CHAINS ACT, AND IN PARTICULAR SECTION 11 THEREOF, I, IN THE CAPACITY OF PRESIDENT, ATTEST THAT I HAVE REVIEWED THE INFORMATION CONTAINED IN THE REPORT ON BEHALF OF THE GOVERNING BODY OF THE 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 2025 REPORTING YEAR.

 (signature)

I have the authority to bind PTW Energy Services Ltd., PTW Canada Ltd. and PTW Structural Solutions Ltd.

Name: Gary Summach

Title President

Date: May 7, 2026

IN ACCORDANCE WITH THE REQUIREMENTS OF THE ACT, AND IN PARTICULAR SECTION 11 THEREOF, I ATTEST THAT I HAVE REVIEWED THE INFORMATION CONTAINED IN THE REPORT FOR THE 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 2025 REPORTING YEAR.

PTW ENERGY SERVICES LTD.

 (signature)

I have the authority to bind PTW Energy Services Ltd., PTW Canada Ltd. and PTW Structural Solutions Ltd.

Name: John Cooper

Title Chief Executive Officer

Date: May 7, 2026