

Report on the *Fighting Against Forced Labour and Child Labour in Supply Chains Act*

May 26, 2026

Pursuant to subsection 11(2) of Canada's Fighting Against Forced Labour and Child Labour in Supply Chains Act, S.C., 2023, c. 9 (the "Act"), this report is made by Creative Door Services Ltd., headquartered in Edmonton, Alberta. Creative Door Services Ltd. is a subsidiary of Overhead Door Corporation, a State of Indiana, USA corporation headquartered in Lewisville, Texas.

In prior reporting periods, this report was submitted on a joint basis with Overhead Door Corporation. Following further review of updated Public Safety Canada guidance regarding entity scope and Canadian nexus, this report is submitted solely by Creative Door Services Ltd. as the reporting entity. Overhead Door Corporation is included in this report for descriptive purposes only as the parent organization and is not considered a reporting entity under the Act. Overhead Door Corporation is not listed on a Canadian stock exchange and does not have a place of business, conduct business, or hold tangible assets in Canada.

As required by the Act, this report presents the forced labour and child labour reporting statement for the financial year ending December 31, 2025 for Creative Door Services Ltd. It summarizes the actions taken to prevent and reduce the risk that forced labour and child labour is used at any step of the production of imported goods into Canada by Creative Door Services Ltd.

References in this report to "Creative Door Services Ltd.", the "Company," "we," "us," or "our" refer to Creative Door Services Ltd. as the reporting entity.

Structure, Operations and Supply Chain

As of December 31, 2025, Creative Door Services Ltd. had approximately 267 employees. The number of employees working on the various sites can vary depending on seasonality and client demand. The head office and senior executive team for Creative Door Services Ltd. are in Edmonton, Alberta.

From garage doors and openers to comprehensive planned maintenance, repair services, and parts, the Company is a proud leader in residential garage door and commercial and industrial door products and services in Canada. Our products and services can be broadly grouped into three categories: supply, installation, and maintenance in residential and commercial buildings.

Our procurement activities in Canada are comprised approximately 50% from Canadian suppliers and 50% from U.S. suppliers. Additionally, some of the suppliers may supply products or components that originate from international locations. All goods imported into Canada are imported by Creative Door Services Ltd. or other Canadian subsidiaries, and not by Overhead Door Corporation.

Policies and Due Diligence Practices

We have implemented policies and practices aimed at supporting ethical and responsible business practices, and we require all team members to act in accordance with such policies.

The Company is responsible for monitoring compliance with our policies. Upon accepting a position with the Company, all team members are required to provide an acknowledgement of their commitment to comply with the Company's policies.

Whistleblower Policy

The Whistleblower Policy provides a mechanism for team members with serious concerns about any aspect of the Company's operations to come forward and voice those concerns on a confidential and, if desired, anonymous basis. This policy makes it clear that we expect all team members to act responsibly to uphold the reputation of the organization and maintain public confidence and team members can report such matters without fear of discrimination, harassment, or persecution. The Whistleblower Policy applies to all team members in all jurisdictions in which we operate.

Minimum Age Policy

The Minimum Age Policy applies to all team members of the Company and supports our commitment to a safe workplace and enforces an age restriction in accordance with the applicable provincial Employment Standards and Human Rights legislation. A person under the age of 18 may only be employed to do work at a Company facility or site if the individual is:

- (a) a participant of an industry recognized work experience program;
- (b) a summer student and is working in an office environment;
- (c) engaged in office work; or
- (d) engaged as a laborer or apprentice in a company shop facility or yard, and in accordance with all applicable provincial employment standards legislation.

We are committed to providing access to effective reporting mechanisms related to concerns arising from compliance with our policies. This is substantiated through our Whistleblower Policy.

We are satisfied that, because of recruitment, remuneration and compliance measures throughout our operations, there is minimal risk that any of our team members are exposed to forced labour or child labour.

We continue to be guided by our policies and principles in our relationships with our partners, including working with reputable companies, who are required to comply with domestic and international laws.

Business Ethics and Code of Conduct Policy

The Company has adopted a Business Ethics and Code of Conduct Policy (the "Code") that applies to all team members in all jurisdictions in which we operate and governs our relationship with customers and suppliers.

The principles of the Code encourage and promote a culture of ethical business conduct by establishing standards of conduct by which each covered party must abide. Each covered party has a responsibility to: avoid apparent or actual conflicts of interest; avoid actions or behaviors that could create an uncomfortable or hostile work environment; protect the Company's assets; ensure confidential information remains confidential; and report violations of the Code of which such covered party becomes aware. Upon accepting a position with the Company, all team members, are required to

provide an acknowledgement of their commitment to comply with the Code. In addition, each team member is required to acknowledge their compliance with the Code on an annual basis.

Risk of Forced Labour and Child Labour in Our Supply Chain and Steps to Prevent and Reduce that Risk

We are committed to the health and safety of our employees and conduct our operations in compliance with applicable laws and regulations. Like with many global businesses, some suppliers may supply products or components that originate from international locations, and risk in our supply chain may arise due to varying levels of visibility into our suppliers' upstream supply chains, which may be limited depending on the supplier and sourcing structure. We are committed to conducting a review of our policies and procedures as they relate to risks and responsibilities associated with forced labour and child labour in our supply chains. Listed below is a summary of the actions taken in the 2025 financial year to prevent and reduce the risk of forced labour or child labour in our business and supply chains:

We maintain a Procurement Policy to continue ethical procurement principles as part of our regular business practice and supplier selection including procurement outside of Canada, and all subcontracted labour sourced from Canadian companies in alignment with the laws and regulations of Canada.

We have reviewed and communicated our Whistleblower Policy whereby team members and suppliers have an avenue to share complaints in a confidential and anonymous manner. The platform is administered by a third-party provider and matters are investigated by internal representatives to ensure compliance with policy and legislation.

We have reviewed our Minimum Age Policy, which is in place to ensure all employees are above the age of 18 in accordance with our policy.

On an annual basis, team members are required to sign or provide electronic acknowledgement of our key policies, including but not limited to, the Business Ethics and Code of Conduct Policy, the Whistleblower Policy, and the Workplace Harassment Policy.

The Company is committed to preventing and reducing the risk of forced labour and child labour. Through gathering data and analysis, we will identify any areas of the supply chain where further risk mitigation may be required.

We engage our suppliers through our corporate services team in both supply chain and estimating, as well as through our operations teams. Through prequalification verifications and requirements set for approval of suppliers, we strive to build relationships with suppliers who align with our values. We collaborate with direct suppliers who operate legally, ethically, and responsibly, using prequalification criteria to assess that they are aligned with our safety and quality requirements, and to protect us from potential legal and reputational risks. Our prequalification assessment includes health, safety, environmental, technical compliance, financial considerations, and sustainability requirements.

During the 2025 financial year, the Company continued to evaluate additional measures to enhance measures to improve supplier engagement and due diligence processes related to forced labour and child labour risks.

Training

We provide annual training on our Code of Business Conduct and Ethics for our team members to electronically acknowledge that they have read and understood the Code of Conduct, and to reiterate what is expected of them in the performance of their duties.

Measures Taken to Remediate any Forced Labour or Child Labour and Assessment of Risk

As of the date of this report, the Company has not identified any known instances of forced labour or child labour in its operations or supply chain. As a result, it has not had to take any measures to remediate any forced labour or child labour and has identified its risk as minimal.

Measures Taken to Remediate the 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 of the date of this report, there have been no identified, known or reported instances of forced labour or child labour in the Company's operations and supply chain. As a result, we are not aware of any such loss of income.

Effectiveness in Ensuring that Forced Labour and Child Labour are Not Being Used in the Company's Business and Supply Chains

The Company is continuing to develop its program to prevent and reduce risks of forced labour and child labour and will assess the effectiveness of its measures over time as part of ongoing compliance efforts.

Approval and Attestation

This report was approved by the Board of Directors of Creative Door Services Ltd. and is publicly available at: <https://creativedor.com/supply-chain-ethics>.

In accordance with the requirements of the Act, I attest that I have reviewed the information contained in the report. 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 2025.

I have the authority to bind Creative Door Services Ltd.

Date: May 26, 2026

/s/ John Wilson

John Wilson
Secretary
Member, Board of Directors
Creative Door Services Ltd.