

Air Products Report on Forced Labour and Child Labour for FY25

Table of Contents

Air Products Report on Forced Labour and Child Labour for FY25 - 1 -

Company Structure, Activities, and Supply Chain - 1 -

Policies and Due Diligence Processes Related to Forced Labour and Child Labour - 2 -

Business and Supply Chain Risks - 4 -

Measures to Remediate Forced Labour and Child Labour - 4 -

Measures to Remediate Loss of Income Resulting from the Elimination of Forced Labour and Child Labour - 5 -

Training of Employees on Forced Labour and Child Labour - 5 -

Assessing Effectiveness of Forced Labour and Child Labour Efforts - 5 -

Attestation - 6 -

This report is published in accordance with Canada’s Fighting Against Forced Labour and Child Labour in Supply Chains Act (the “Act”).

In this report, Air Products Canada, Ltd. (“APCL”) will share the measures we have implemented to identify, assess, and mitigate the risk of forced labour or child labour occurring in our operations and supply chains, including specific actions and activities undertaken in our Fiscal Year 2025, which ended on 30 September 2025.

Company Structure, Activities, and Supply Chain

APCL is a fully owned subsidiary of Air Products and Chemicals, Inc. (“APCI”; together with APCL, “Air Products”, the “Company” or “we”), a Delaware, U.S. corporation originally founded in 1940 with a unique portfolio of products, services, and solutions, including atmospheric gases, process and specialty gases, equipment, and services. APCI sets policies and procedures, which APCL is required to follow. Accordingly, this report describes the policies and procedures to which APCL is subject including those of APCI.

Air Products is focused on serving energy, environmental and emerging markets, supplying essential industrial gases, related equipment, and applications expertise to customers in dozens of industries, including refining, chemicals, metals, electronics, manufacturing, medical and food.

Air Products conducts business in more than 50 countries worldwide. We manage our operations in segments by corporate location, by region, or on an exception basis. While our supply chains are primarily local, reflecting our regional operating structure, they may also extend globally depending on the materials being sourced. Energy—particularly electricity, steam and natural gas—is the principal input used to manufacture industrial gases. Steel, aluminum, and capital equipment subcomponents are the primary materials procured for our equipment business.

Air Products has operated in Canada through APCL for more than 50 years. Our Canadian facilities manufacture industrial gases, including hydrogen, oxygen, nitrogen, helium, and argon. Air Products also imports these gases into Canada from the United States. The Company manufactures equipment in the United States and Shanghai, China, which may be imported into Canada. Certain equipment is currently being imported for the Company's net-zero hydrogen energy complex in Edmonton, Alberta, a project that will position the region as a key hub in western Canada's hydrogen economy.

Policies and Due Diligence Processes Related to Forced Labour and Child Labour

Policies and Procedures

Air Products does not engage in and will not tolerate the use of forced labour and child labour of any kind. We have implemented global policies and processes in our operations and supply chains in support of this commitment.

The foundation of our efforts is our global Human Rights Policy, which outlines our commitment to safeguarding human rights within our business and workforce. It also sets expectations that our employees and business partners conduct business according to the highest standards of integrity, ethics, fairness and respect, as described in our employee Code of Conduct, and affirms our commitment to contributing to the betterment of the communities in which we operate. The policy further makes clear that Air Products does not engage in and will not tolerate the use of slavery, human trafficking or the use of forced labour or child labour of any kind within our business or operations.

Air Products' Code of Conduct guides employee behaviour and requires strict compliance with both its letter and spirit, as well as all applicable laws. The Code of Conduct applies to

all full and part-time employees, the Company's Board of Directors, and our subsidiaries, affiliates, operating units, and divisions worldwide. All full and part-time employees are required to comply with the Code of Conduct, complete mandatory training, and annually certify their understanding of the Code of Conduct as a condition of employment.

These policies are supported by various Human Resources procedures, some of which are specifically aimed at preventing forced labour and child labour in our operations. These procedures may be global in scope or tailored to meet country-specific requirements.

Air Products Suppliers

Air Products developed a Supplier Code of Conduct that includes our expectations of suppliers regarding business conduct, environmental protection, and social responsibility. The Supplier Code of Conduct applies to all suppliers – including their subsidiaries, affiliated entities and their suppliers and subcontractors – that do business with any company within the Air Products' group. It specifically addresses that suppliers should comply with all applicable human rights-related laws and regulations, and not use or tolerate the use of slavery, human trafficking or forced or child labour of any kind. Pursuant to the Supplier Code of Conduct, Air Products reserves the right to audit suppliers for adherence with the Supplier Code of Conduct, including with respect to human rights and modern slavery obligations.

Similarly, our Terms and Conditions for the procurement of equipment, materials, and services in North America require suppliers to comply with our Human Rights Policy and all applicable laws and international standards relating to human rights, labour rights, and human trafficking and slavery. This includes assessing and addressing potential human rights risks within their operations and supply chain. Instances of non-compliance are reviewed with suppliers and addressed through appropriate remediation measures.

Globally, new suppliers are screened against sanctioned party lists to identify any party which would have been sanctioned for illegal acts, including but not limited to using forced labour, prior to entering into an agreement. For entities on our ERP System, automated screening continues to occur based on designated milestones.

Due Diligence

For our operations, we evaluate human rights risks in each country of operation using country-level information from independent third parties. Our assessments specifically consider risks related to fundamental labour rights, including forced labour and child labour, which are reported by third parties, and evaluate potential exposure to such risks in each country. For our supply chains, we examine human rights risks relative to

procurement spend and supplier location, using the country-specific risk information provided by third parties.

In 2023, we enhanced our supplier risk assessment process to include industry-level risks by country. This analysis specifically included child labour, forced labour, and human trafficking risks across relevant industries (*i.e.*, in the electricity and gas industries). These assessments enable us to identify, understand and develop programs to address risks, as well as engage with specific suppliers to address heightened areas of concern.

In addition, Air Products is a member of Customs Trade Partnership Against Terrorism (CTPAT), a voluntary organization that works with U.S. Customs and Border Patrol to protect supply chains, identify security gaps, and implement specific security measures and best practices. The Company also participates in CTPAT Trade Compliance, a voluntary program that allows importers who have made a commitment of resources to assume responsibility for monitoring their own compliance in exchange for certain benefits.

Reporting of Concerns

To support transparency and accountability, Air Products maintains an anonymous reporting mechanism—the IntegrityLine—available at all times for employees and external stakeholders to raise concerns, including potential human rights issues. We uphold a strict non-retaliation policy for individuals who, in good faith, report actual or suspected violations.

Our Human Rights efforts are an important part of our broader sustainability initiatives. Progress in these efforts is reported each year in our Sustainability Report, which is publicly available on our website, see: <https://www.airproducts.com/company/sustainability>.

Business and Supply Chain Risks

Air Products uses a risk-based approach to assess and manage its risk of forced labour and child labour. Within APCL's business operations, the risk of forced labour or child labour occurring is considered highly unlikely. Similarly, we have not identified any part of APCL's supply chain that presents an elevated risk of forced labour and child labour.

Measures to Remediate Forced Labour and Child Labour

As APCL did not identify any instances of forced labour or child labour in our operations or supply chains during the 2025 reporting period, no remediation measures were necessary.

Measures to Remediate Loss of Income Resulting from the Elimination of Forced Labour and Child Labour

APCL has not identified any loss of income to the most vulnerable families that resulted from any measure taken to eliminate the use of forced labour or child labour during the reporting period. As such, no remediation measures were necessary.

As noted in our Human Rights Policy, Air Products is committed to contributing to the betterment of the communities in which we operate. For over 80 years, we have been building relationships and contributing to the well-being of our host communities around the world. We do this through various initiatives, including financial contributions from the Air Products Foundation, in-kind donations, employee directed giving, and employee volunteerism with non-profit organizations.

Training of Employees on Forced Labour and Child Labour

As mentioned above, all full and part-time employees are required to complete mandatory training on Air Products' Code of Conduct, and annually certify their understanding of the Code of Conduct as a condition of employment. APCL does not currently provide formal training on forced labour and child labour for our employees.

Assessing Effectiveness of Forced Labour and Child Labour Efforts

APCL does not currently assess the effectiveness of our actions in preventing and reducing risks of modern slavery in our operations and supply chain. As we continue our efforts to prevent and mitigate modern slavery risks in our operations and supply chains, we will refine our processes and explore assessment methods as needed to monitor and review our performance.

Attestation

This report was approved by the board of directors of Air Products Canada, Ltd. in accordance with section 11(4)(a) of the Act.

I am providing this attestation in my capacity as a board member and the President of Air Products Canada, Ltd., and not in my personal capacity. I have the authority to bind Air Products Canada, Ltd.

Full name: Rachel Smith

Title: President, Air Products Canada, Ltd.

Date: June 19, 2026

Signature: 