

International Reporting on Modern Slavery, Forced Labour and Child Labour 2025



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1. Organizational Structure, Operations, Activities & Supply Chains

1.1 Reporting Scope and Applicability

This Report describes the actions taken by Albany International Corp. and its covered subsidiaries (hereafter collectively referred to as “Albany International”) during the reporting period from January 1, 2025 to December 31, 2025. The Report has been prepared in accordance with Canada's Fighting Against Forced Labour and Child Labour in Supply Chains Act (“the Act”) and section 54 of the United Kingdom's Modern Slavery Act 2015, and is aligned with the optional International Reporting Template on Modern Slavery, Forced Labour and Child Labour, developed by the governments of the United Kingdom, Australia, and Canada.

Albany International is a global company built on proprietary industrial weaving technology and materials science. The Company operates two complementary businesses: Machine Clothing and Engineered Composites, which apply advanced materials, process engineering, and deep customer collaboration to mission critical industrial and aerospace applications worldwide. Albany International is headquartered in Portsmouth, New Hampshire, operates 25 facilities in 12 countries, and employed approximately 5,700 people globally in 2025.

- Machine Clothing

Machine Clothing is Albany's foundational business and a global leader in paper machine clothing and engineered fabrics. Serving every major paper grade and a range of adjacent industrial markets, the segment's products are essential to customers' operational efficiency, product quality, and sustainability goals. The business is supported by decades of technical expertise, a global manufacturing and service footprint, and deep, long-standing customer relationships.

- Engineered Composites

Engineered Composites is Albany's growth platform, extending the Company's weaving expertise into advanced aerospace and defense applications. The segment is a leading supplier of proprietary 3D woven composite components for next-generation aircraft that include commercial, defense, and emerging platforms like engine, missile, space and ceramic matrix composites. Through continued investment in differentiated materials and processes, Engineered Composites supports lighter, stronger, and more efficient solutions for customers operating in highly demanding environments and serves as a replacement for critical, resource constrained materials like titanium.

Across both business segments, Albany International integrates sustainability, innovation, operational excellence, and ethical business conduct into its strategy and day-to-day operations. The Company seeks to create value for customers by enabling more sustainable processes and end products, while conducting its business in a manner consistent with applicable laws, regulations, and internationally recognised human rights principles.

Please see our [website](#) for further details on our sustainability reporting, impact and policy library.

1.2 Supply Chain Structure

Albany International's global supply chain supports the sourcing of raw materials, intermediate materials, components, equipment, and services necessary for its manufacturing operations and business activities. The Company works with approximately 8,000 suppliers worldwide, including manufacturers, service providers, logistics providers, and other business partners.

The Company's supply chains span multiple geographic regions and include both direct suppliers (Tier 1) and indirect suppliers further upstream in the value chain. Direct suppliers provide materials and services such as metals, fibers, resins, chemicals, tooling, transportation, and professional services. Indirect suppliers include upstream producers of raw materials and other inputs used in the manufacture of goods supplied to Albany International.

Albany International's supply chains support operations in regions including North America, Europe, Asia Pacific, Latin America, Middle East and Africa. Risk analysis conducted under the Company's human rights and supply chain due diligence processes has identified certain geographies and supplier activities including operations in countries such as China, Brazil, Mexico, and the United States as requiring enhanced attention due to the nature of manufacturing activities, labour practices, or broader contextual risks.

1.3 Governance and Oversight Related to Supply Chains

Oversight of supply chain structure and associated risks is integrated into Albany International's broader governance and risk management framework. Supply chain risks, including risks related to human rights, forced labour, and child labour, are addressed within the Company's Enterprise Risk Management (ERM) system and are overseen by senior management and the Board of Directors.

Operational teams, procurement functions, and cross-functional stakeholders including Legal, Sustainability, Human Resources, and Environmental Health and Safety contribute to developing and maintaining an understanding of the Company's operations and supply chains. Findings from supply chain risk assessments are escalated through established governance channels and inform ongoing improvements in supplier management and due diligence practices.

1.4 Continuous Improvement

Albany International's understanding of its operations and supply chains continues to evolve. Through ongoing risk assessments, supplier engagement, grievance mechanisms, and internal reviews, the Company seeks to incrementally improve supply chain transparency and focus resources where risks to people are most salient. These efforts support continuous improvement in the identification, prevention, and mitigation of forced labour and child labour risks across the Company's global operations and supply chains.

2. Policies on Modern Slavery, Forced Labour, Child Labour & Human Rights

2.1 Our Policy Framework

Albany International maintains a set of internal policies and supplier-facing standards intended to prevent and reduce the risk of modern slavery, forced labour, and child labour within its operations and supply chains. These policies establish expectations for ethical conduct, respect for human rights, and responsible business practices, and are supported by governance oversight, employee training, supplier requirements, and reporting mechanisms.

- **Business Ethics Policy (BEP)**

Albany International has adopted a broad Business Ethics Policy, with oversight from the Audit Committee of the Board of Directors. The BEP applies to all employees, members of the Board of Directors, and all company subsidiaries, as well as all third-party representatives including sales agents, distributors, independent contractors, and subcontractors. The policy includes “Ethics Absolutes” and expressly prohibits child labour and forced labour, along with other forms of misconduct such as abusive conduct, sexual harassment, bribery, and corruption.

The BEP is published in multiple languages (11) and is reinforced through annual training and testing for all covered parties. Albany International also conducts annual fraud risk assessments to identify residual risk areas where additional training and controls may be warranted.

- **Anti-Slavery and Human Trafficking Policy**

Albany International has a standalone Anti-Slavery and Human Trafficking Policy that applies to all employees, managers, officers, contractors, consultants, and all company subsidiaries. The Company maintains a zero-tolerance position toward modern slavery and human trafficking and seeks to ensure that there is no modern slavery, human trafficking, or other abuse of human rights in its business operations.

- **Human Rights Policy**

Albany International has a published Human Rights Policy that addresses, among other elements, child labour, forced labour, and human trafficking, workplace health and safety; supplier expectations; internal accountability; freedom of association and collective bargaining, and access to whistleblowing and grievance mechanisms that supports human rights and dignity at work within its operations. The policy is

communicated to all employees and is made available to external stakeholders through the company's public website.

2.2 Supplier Standards and Supply Chain Expectations

Albany International recognises the importance of maintaining value and quality throughout our supply chain. The Company conducts its business ethically, legally, environmentally, and socially responsibly, and expects the same from its suppliers. Accordingly, we require our global suppliers to respect human rights, employ fair labour practices, and conduct business ethically. These terms have been outlined in our policies:

- **Supplier and Business Partner Code of Conduct**

Albany International specifically prohibits the use of child labour and forced labour of any kind within its operations and supply chains and establishes minimum requirements for human rights, labour practices, environmental stewardship, and ethical conduct. The Supplier and Business Partner Code is binding for all suppliers and business partners and sets the expectations that suppliers hold their own suppliers to similar standards as part of their contractual relationships.

- **Standard Terms and Conditions of Purchase**

Albany International's Standard Terms and Conditions of Purchase support consistent contractual expectations with suppliers and outline baseline requirements related to environmental, labour, and human rights responsibilities. These terms form part of how the Company communicates its expectations to both prospective and current suppliers.

- **Conflict Minerals Policy (metals sourcing)**

Through a partnership with a specialist materials compliance platform, Albany International has maintained a comprehensive supplier engagement campaign. The Company requires all suppliers of metals used in the manufacture of its products to demonstrate an understanding of ethical sourcing requirements and applicable laws and regulations related to conflict minerals, consistent with its [Conflict Minerals Policy](#).

2.3 Communication, Implementation, and Enforcement

Albany International makes key policies publicly accessible to external stakeholders via its website and provides internal access through the Company intranet for employees and other internal stakeholders.

2.4 Procurement integration and supplier Expectations

To support the protection of human rights throughout its supply chain, Albany International applies procurement controls during the supplier onboarding process and throughout the supplier relationship. The Company communicates its human rights and business ethics expectations to prospective and current suppliers through its Supplier and Business Partner Code of Conduct and Standard Terms and Conditions of Purchase. In addition to the expectations set out in the Supplier and Business Partner Code of Conduct, all suppliers are subject to our [Business Ethics Policy](#) and are required to meet all applicable environmental, labour, and human rights standards under relevant laws and regulations. Suppliers that receive Company purchase orders are asked to review and comply with our [Standard Terms and Conditions of Purchase](#) which include clauses addressing environmental, labour, and human rights requirements. These requirements establish baseline expectations related to labour, human rights, and environmental practices, and form a key component of Albany International's approach to managing supply chain risks. To ensure these standards are upheld by our suppliers, Albany International employees involved in the procurement process complete training to promote best practices in procurement operations.

Albany International is a signatory to the United Nations Global Compact and has aligned its policies and procedures with the internationally recognised principles including the Universal Declaration of Human Rights. Supplier and internal expectations are designed to reinforce ethical conduct and respect for human rights across the Company's operations and supply chain relationships.

2.5 Grievance, reporting, and whistleblowing mechanisms

Albany International's policies encourage and require the reporting of suspected wrongdoing. The Company maintains multiple reporting channels, including an independent third-party reporting platform (EthicsPoint Helpline) available 24/7 and allowing anonymous reporting by phone or online. Reports are investigated by the Office of Ethics and Compliance within the Legal Department or by a third party at the direction of the Audit Committee, and corrective and/or disciplinary action may be taken as appropriate. The Company's Complaints and Concerns Policy, including a European addendum for EU personnel defines roles, responsibilities, confidentiality, impartiality safeguards, and non-retaliation protections for whistleblowers. The complaints procedure is publicly available and accessible to employees and other stakeholders.

As supply chain due diligence expectations continue to evolve, Albany International regularly reviews its policies, including its Human Rights Policy, and uses its risk assessment and compliance processes to

identify areas where additional training, controls, or policy enhancements may be appropriate. These efforts support continuous improvement in preventing and reducing risks related to modern slavery, forced labour, and child labour across the Company's operations and supply chains.

3. Our Risk Management Processes

3.1 Risk Management Framework

Albany International's approach to managing risks related to modern slavery, forced labour, and child labour is integrated into its ERM framework. Supply chain and human rights risks are identified, assessed, and managed alongside other operational, financial, and strategic risks to ensure a comprehensive, enterprise-wide approach. This integrated framework supports the early identification of risks, informed decision-making, and the implementation of appropriate mitigation measures.

The ERM process is overseen by the Enterprise Risk Management Committee, which includes representatives from Finance, Legal, Accounting, Internal Audit, Sustainability, Environmental Health and Safety, Global Information Systems, and business leadership, and is led by the Chief Financial Officer. The results of risk assessments and material risks are reported to senior management and the Board of Directors through established governance channels.

3.2 Risk Identification and Assessment

Albany International conducts regular risk assessments across its own operations and supply chains to identify and assess risks related to human rights, including forced labour and child labour. Risk assessments are performed annually as part of the ERM process and, where appropriate, at the supplier level. Operational teams perform ongoing assessments, and quarterly departmental reviews are held to evaluate identified risks based on their severity, likelihood of occurrence, and the Company's ability to influence outcomes.

3.3 Geographic and Supply Chain Risk Focus

Albany International recognises that risks related to forced labour, child labour, and general human rights issues may vary depending on geographic context, and stage of the supply chain. The Company assesses risks within its countries and jurisdictions of operation, taking into account factors such as manufacturing intensity, labour conditions, and broader contextual considerations.

Risk assessment efforts are applied first within the Company's own operations and then extended to areas of the supply chain where Albany International has greater leverage through contractual relationships, procurement practices, or ongoing supplier engagement.

3.4 Supplier Risk Management

Supplier-related risks are managed through a combination of procurement controls, contractual requirements, and ongoing monitoring. These mechanisms are designed to establish clear expectations, support compliance with Albany International's standards, and enable the identification and mitigation of risks throughout the supplier relationship. Strategic suppliers are subject to periodic reviews to confirm continued compliance with Albany International's standards and expectations. Where appropriate, on-site supplier audits or additional reviews may be conducted on an as-needed basis particularly in areas where risk assessments indicate a higher potential for human rights impacts.

Suppliers supporting Engineered Composites operations are required to meet specific quality and compliance standards, including ISO 9001 or AS/EN 9100 certifications, and suppliers involved in contracts with the U.S. Government must comply with applicable federal acquisition regulations. These requirements support consistent oversight and risk mitigation across the supply base.

If a supplier fails to meet Albany International's standards, the Company may take corrective action, which may include requesting remediation, restricting future business, or terminating the supplier relationship where appropriate.

3.5 Governance, Escalation, and Oversight

Material risks identified through Albany International's risk management processes are documented within the ERM system and escalated to senior management and the Board of Directors. The Audit Committee oversees the effectiveness of risk management systems related to human rights and supply chain due diligence. Findings from risk assessments inform preventive measures, supplier engagement strategies, policy reviews, and training initiatives. Internal Audit periodically reviews compliance with risk management and due diligence processes to support accountability and the ongoing effectiveness of Albany International's risk management framework.

4. Due Diligence and Remediation

4.1 Due Diligence Approach

Albany International has established a risk-based due diligence approach to prevent and mitigate risks related to modern slavery, forced labour, and child labour within its operations and supply chains. Due diligence activities are integrated into the Company's broader governance, risk management, and procurement processes and are informed by the results of enterprise-wide and supplier-level risk assessments. Responsibility for due diligence activities is shared across relevant functions, including Legal, Compliance, Sustainability, Supply Chain Management, Human Resources, Environmental Health and Safety, and Internal Audit, with oversight by senior management and the Audit Committee of the Board of Directors.

4.2 Due Diligence in Albany International's Own Operations

Albany International conducts human rights and compliance risk assessments within its own operations as part of its ERM framework. These assessments are performed annually and are supported by ongoing reviews conducted by operational teams and departmental leadership. Risks identified through these processes inform the development and implementation of preventive measures, training programs, and internal controls.

Preventive measures within operations include policies adoption and enforcement governing ethical conduct, health and safety programs, employee and procurement training, supplier engagement, and established reporting and grievance mechanisms. These measures are designed to reduce the likelihood of forced labour, child labour, or other human rights impacts and to support early identification of potential issues.

4.3 Due Diligence in the Supply Chain

Due diligence related to suppliers is embedded within Albany International's procurement and supplier management processes. Key elements include supplier onboarding processes, contractual requirements, and ongoing monitoring.

- **Supplier onboarding and expectation setting:** During the onboarding process, Albany International communicates its expectations related to human rights, labour standards, environmental responsibility, and ethical conduct to prospective suppliers through its Supplier and Business Partner Code of Conduct and contractual requirements.
- **Contractual requirements:** Suppliers are required to comply with Albany International's Supplier and Business Partner Code of Conduct, Business Ethics Policy, and Standard Terms and

Conditions of Purchase, which include provisions addressing labour, human rights, and environmental requirements.

- Ongoing monitoring and engagement: Strategic suppliers are subject to periodic reviews, and supplier performance is monitored through established procurement and risk management processes. Where appropriate, additional reviews or audits may be conducted on an as-needed basis.

Albany International applies enhanced due diligence and monitoring measures in areas of the supply chain where risk assessments indicate a higher potential for human rights risks and where the Company has greater leverage through contractual relationships or purchasing practices and ongoing supplier engagement.

4.4 Remediation and Corrective Actions

At the time of preparing this Report, Albany International is not aware of any conduct that could be considered forced labour or child labour, or otherwise a violation of applicable legislation, within its operations or supply chains.

Albany International is committed to taking appropriate action when risks or violations related to forced labour, child labour, or other human rights issues are identified. Where a potential or actual violation is identified:

- The issue is assessed through established investigation and review processes;
- Corrective actions may be requested of the relevant supplier or business partner; and
- Further action may be taken, including restricting future business or terminating the supplier relationship, where remediation efforts are insufficient or non-compliance persists.

Remediation processes are maintained to ensure readiness to respond should issues arise. Albany International will continue to evaluate related risks and opportunities across its value chain, including an assessment of measures described in this Report to determine their effectiveness and identify areas for further improvement.

4.5 Grievance Mechanisms and Access to Remedy

Albany International maintains grievance and reporting mechanisms that support access to remedy for employees and external stakeholders. Reports may be submitted through multiple channels, including the EthicsPoint Helpline, which allows anonymous reporting and is available 24 hours a day, seven days a week.

The Company's Complaints and Concerns Policy defines procedures for handling reports, ensures confidentiality, provides protections against retaliation, and outlines investigation and escalation

processes. Reports are reviewed by the Compliance and Legal functions or, where appropriate, by a third party under the direction of the Audit Committee.

Grievance mechanisms are accessible to employees, suppliers, and other external stakeholders, and are intended to support early identification and remediation of potential human rights concerns.

5. Training and Awareness

5.1 Training Approach

Albany International provides training to employees and relevant stakeholders to support awareness, prevention, and compliance related to modern slavery, forced labour, and child labour. Training activities are integrated into the Company's broader ethics, compliance, human rights, health and safety, and procurement training programs and are designed to reinforce expectations set out in Albany International's policies and standards.

Training content and delivery are informed by the Company's risk assessments, operational requirements, and regulatory obligations, and are reviewed periodically to ensure continued relevance.

5.2 Employee Training

All Albany International employees receive mandatory training on ethical conduct and regulatory requirements, including training on the Business Ethics Policy. This training expressly addresses prohibitions on forced labour and child labour and reinforces expectations regarding ethical behavior, human rights, and compliance with applicable laws.

New employees complete required onboarding training that includes review and acknowledgement of the Business Ethics Policy. In addition, employees are required to complete Business Ethics Policy training annually, with participation tracked and reinforced through testing and compliance processes. The Business Ethics Policy and associated training materials are made available in multiple languages to support accessibility across the Company's global workforce.

5.3 Role Specific Training

Employees involved in procurement, supply chain management, and supplier engagement receive additional training to promote best practices and support compliance with Albany International's supplier standards. This training is intended to help employees identify potential risks, understand supplier expectations, and apply procurement policies consistently. From an operational perspective, Albany International provides health and safety trainings tailored to manufacturing and operational roles. These programs are relevant to human rights risk prevention, particularly with respect to workplace safety, working conditions, and employee well-being. Training includes onboarding and periodic refresher programs and is adapted to the nature of employees' roles and responsibilities.

6. Assessing Effectiveness

6.1 Assessing Effectiveness

Albany International monitors the effectiveness of actions to prevent and mitigate risks related to modern slavery, forced labour, and child labour through its established risk management, governance, and oversight processes. These programs are evaluated as part of the Company's broader ERM framework and supply chain due diligence activities, providing an enterprise-level view of risks and related issues relevant to modern slavery, forced labour, and child labour.

Additionally, Albany International leverages existing internal control functions to support effectiveness assessment. The Audit Committee of the Board of Directors oversees the effectiveness of risk management and supply chain due diligence systems related to human rights. Internal Audit reviews aspects of compliance with policies, due diligence processes, and governance controls, providing additional assurance regarding the design and operation of these systems at least annually.

6.2 Risk-Based Monitoring and Review

The effectiveness of Albany International's policies, due diligence measures, and controls is assessed through regular risk analyses, including annual enterprise-wide risk assessments and periodic reviews conducted by operational teams and departmental leadership. These processes evaluate whether identified risks are being appropriately managed and whether existing controls, preventive measures, and escalation mechanisms remain effective and fit for purpose.

Findings from risk assessments are reviewed by senior management and escalated through established governance channels where necessary. These reviews inform decisions related to policy refinement, supplier engagement, training focus areas, and resource allocation.

6.3 Ongoing Evaluation

Through the integration of effectiveness assessment into ERM, governance oversight, supplier management processes, and internal review activities, Albany International seeks to ensure that its approach to preventing and mitigating modern slavery, forced labour, and child labour risks remains effective and responsive to changes in operations, supply chains, and external risk environments. Issues identified through audits, reviews, grievance mechanisms, or supplier monitoring activities are evaluated and, where appropriate, addressed through corrective actions, policy updates, or improvements to operational practices.

7. Conclusion and Attestation

Albany International is committed to conducting its business with integrity and respect for human rights and to preventing and mitigating the risks of modern slavery, forced labour, and child labour within its operations and supply chains. The actions described in this Report reflect the Company's established governance structures, policies, risk management processes, and due diligence practices, as well as its ongoing efforts to strengthen transparency and responsible business conduct. Albany International recognises that due diligence is an ongoing process and will continue to assess and enhance its approach in response to evolving risks, regulatory expectations, and operational realities.

This Report was approved, in accordance with applicable legislative requirements, by the Board of Directors of Albany International Corp. for the fiscal year ended December 31, 2025.

In accordance with the requirements of Canada's Fighting Against Forced Labour and Child Labour in Supply Chains Act, and Section 54 of the United Kingdom's Modern Slavery Act 2015, I attest that I have reviewed the information contained in this Report for the entity or entities listed above. Based on my knowledge, and having exercised reasonable diligence, I attest that the information contained in this Report is true, accurate, and complete in all material respects for the purposes of the Acts and for the reporting year listed above.

I have the authority to bind Albany International Corp.



Full Name: Gunnar Kleveland

Title: President and Chief Executive Officer

Date: 21 May 2026

I have the authority to bind Albany International Corp.



Full Name: John R. Scannell

Title: Chairman of the Board

Date: 21 May 2026