

## MasterBrand Cabinets, Inc.

### California Transparency in Supply Chains Act Disclosure

Effective 2026

MasterBrand Cabinets, Inc. (MasterBrand” or “the Company”) is committed to conducting business in accordance with the highest ethical standards in compliance with all applicable laws and regulations. We respect human rights and abide by employment laws in every region where we operate. The Company takes issues relating to human rights and labor practices in our supply chain seriously and integrates these commitments into our operations and supplier qualifications.

This disclosure is made pursuant to the California Transparency in Supply Chains Act of 2010, which requires certain retail sellers and manufacturers doing business in California with over \$100 million in annual worldwide gross receipts to disclose their efforts to eliminate slavery and human trafficking from their direct supply chains. This statement outlines the actions MasterBrand takes to identify, prevent, and address risks related to slavery and human trafficking within its operations and supply chains.

#### Verification

*Verification refers to the process by which a company evaluates and confirms that its suppliers comply with laws prohibiting forced labor, child labor, and human trafficking.*

MasterBrand qualifies and evaluates suppliers based on their ability to meet our legal, ethical, and operational standards. Our Supplier Code of Conduct requires suppliers to comply with all applicable laws, rules, and regulations in the countries where they operate and to uphold high standards of human rights and fair labor practices. The use of forced, bonded, or involuntary labor is strictly prohibited, and child labor is not permitted at any stage of manufacturing or production.

Suppliers are expected to conduct their operations are conducted in a manner that respects the rights and dignity of all workers and promotes fair treatment and a safe workplace. They are responsible for ensuring that their own supply chains operate in compliance with applicable laws and ethical business standards, including those relating to labor and employment.

MasterBrand requires its business partners and suppliers to uphold the same high standards of ethics and human rights that we follow and to comply with all laws regarding the fair and humane treatment of workers. MasterBrand reviews supplier documentation and other materials to confirm compliance with these requirements.

## **Audits**

*Audits are the procedures used to assess a supplier's ongoing compliance with legal and ethical labor standards.*

MasterBrand reserves the right to assess suppliers for compliance through audits and site visits conducted by MasterBrand or a third party of its choice. Suppliers must cooperate fully with any audit or inspection and provide all requested records and information.

If a supplier is found to be non-compliant, MasterBrand may require corrective action within a specified timeframe. Failure to remedy non-compliance may result in termination of the business relationship.

## **Supplier Certification**

*Certification involves obtaining formal acknowledgment from suppliers that they comply with laws addressing human trafficking and forced labor, and that they uphold the Company's Code of Conduct requirements.*

MasterBrand requests suppliers to review and acknowledge the Supplier Code of Conduct and to comply with all laws prohibiting forced labor and human trafficking. MasterBrand also asks suppliers to confirm their commitment to operate responsibly and take steps to ensure that their own subcontractors are held to equivalent standards of conduct.

Compliance with these requirements is a condition for maintaining a business relationship with MasterBrand.

## **Internal Accountability**

*Internal accountability refers to the governance mechanisms that ensure both employees and suppliers meet the Company's ethical and legal standards.*

MasterBrand enforces accountability through both supplier oversight and internal compliance governance. The Company's Global Head of Ethics & Compliance administers our compliance program, reviews implementation, and reports at least annually to the Board of Directors or its designated committee.

Concerns about misconduct, including potential violations of human rights or labor laws, may be reported confidentially or anonymously through the MasterBrand Compliance Hotline, operated by an independent third party provider, at 1-833-416-5415 or via [masterbrand.ethicspoint.com](https://masterbrand.ethicspoint.com). Information on how to report misconduct and potential violations is set forth on MasterBrand's website and in MasterBrand's Supplier Code of Conduct.

MasterBrand prohibits retaliation against anyone who raises a concern in good faith. When supplier non-compliance is identified, corrective action is required, and unresolved violations may result in termination of the business relationship.

## **Training**

*Training ensures that employees and suppliers understand their responsibilities regarding human rights, ethical sourcing, and compliance with laws related to forced labor and human trafficking.*

MasterBrand provides periodic training to employees responsible for compliance, sourcing, and supply chain management. This training reinforces awareness of our Code of Business Conduct & Ethics, human rights commitments, and the laws governing forced labor and human trafficking.

Suppliers are expected to communicate the requirements of the Supplier Code of Conduct to their employees and business partners and provide appropriate training to ensure compliance.

## **Reporting and Contact Information**

MasterBrand Legal Department

Email: [Legal@masterbrand.com](mailto:Legal@masterbrand.com)

Compliance Hotline: 1-833-416-5415

Website: [masterbrand.ethicspoint.com](http://masterbrand.ethicspoint.com)

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This disclosure applies to Masterbrand Cabinets, Inc. and its subsidiaries for the fiscal year ending 2026.  
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