Menē Inc.’s “Fighting Against Forced and Child Labour” annual report

To meet the applicable requirements of Fighting Against Forced Labour and Child Labour in Supply Chains Act

1. Introduction

Menē (“The Company”) is committed to ethical procurement, supply chain and labour practices. This report outlines the activities performed by Menē Inc. to limit the risk of using forced and child labour in its supply chain process. This report covers activities from January 1, 2025 to December 31, 2025 (the “Reporting Period”).

2. About Menē

Menē Inc., publicly traded on the TSX Venture Exchange, specializes in the creation of investment-grade 24-karat gold and platinum jewelry. By merging timeless aesthetics with cutting-edge proprietary technology, the company restores the traditional link between fine jewelry and personal savings. Operating through its U.S.-based subsidiary, Menē provides a transparent e-commerce platform where customers can purchase pieces by gram weight, track the real-time value of their collection, and liquidate or exchange items at current market prices. Revenue is driven by a transparent pricing model: the live value of the precious metal plus a design and manufacturing premium of approximately 30%. This margin is dynamically managed via the company's internal technology to optimize inventory and demand levels, ensuring consumers always understand the exact breakdown of their investment.

3. Our supply chain and business

a. **Supply Chain and Ethical Sourcing:** Menē maintains a streamlined procurement strategy centered on 24-karat gold, platinum, and premium packaging. The company is committed to mitigating the risks of forced and child labour within its global supply chain, utilizing the U.S. Department of Labour’s "List of Goods Produced by Child Labour or Forced Labour" as a primary framework for risk assessment. Menē’s operational stability is supported by partnerships with major multinational banking institutions and specialized logistics providers. Notably, the company’s finished jewelry is produced through a long-standing exclusive relationship with a reputable, family-owned manufacturer based in the United States.

b. **Business Risk Assessment:** Menē classifies the risk of forced or child labour within its supply chain as low, a determination supported by our concentrated supplier base and focused operational scale. The vast majority of our raw materials, manufacturing consumables, and finished jewelry are sourced from the United States and Canada,

regions defined by robust labour laws and strict enforcement. While we recognize that packaging materials manufactured in Central America represent a slightly higher geographic risk, this is mitigated by our partnership with a major multinational supplier. This provider maintains a comprehensive corporate code of conduct and demonstrates a verified commitment to international labour standards and ethical compliance.

4. Due diligence and addressing forced and child labour in our supply chains and business.

Commitment to Ethical Sourcing and Labour Practices

Menē is committed to conducting its business in a fair, ethical, and socially responsible manner. This includes prioritizing locally sourced goods and services and engaging only with suppliers who demonstrate high ethical standards. Below is a summary of our largest suppliers and their alignment with Menē's values:

- **Raw Metal Sourcing**: All purchases of gold and platinum are made through the U.S. subsidiary of a top-five Canadian bank, which complies with the London Bullion Market Association's (LBMA) Responsible Sourcing Program.

- **Packaging Supplier**: Our primary packaging supplier, whose goods are manufactured in Central America, is part of a multinational parent organization that enforces a robust Code of Conduct. This code emphasizes ethical business practices, human dignity, equal opportunity, non-discrimination, fair compensation, and a respectful work environment. The supplier also publishes an annual sustainability report outlining commitments to worker health and safety, as well as compliance with applicable laws, sector norms, and corporate standards.

- **Jewelry Co-Manufacturer**: Our U.S.-based, family-owned co-manufacturer of gold and platinum jewelry is a certified member of the Responsible Jewellery Council (RJC) and successfully completed independent verification in 2023 to ensure compliance with ethical labour and supply chain practices.

Procurement Oversight and Governance: In 2023, under new leadership, Menē executed a strategic reassessment of its supplier network to evaluate criticality, geographic risk, and partnership longevity. This initiative evolved into a formalized governance framework in 2024, mandating that all new vendors for production, packaging, and storage undergo Risk Management vetting and receive final authorization from the CEO or CFO. This was supported by the implementation of a standardized vendor onboarding policy. These protocols are now subject to an annual audit cycle; the 2025 review confirmed full adherence to these policies with no inconsistencies identified.

Labour Practices and Internal Operations

Given that most products in Menē's supply chain are sourced from the U.S. and Canada—regions with strong labour protections—the Company maintains a high degree of confidence that its supply chain is free from forced or child labour. Menē unequivocally opposes any form of forced or child labour. Although no formal training programs were conducted, senior management are informed of ethical hiring and operational requirements, which are communicated across the organization.

Menē operates with a lean team of 18 full-time employees, including five members of senior management. Executive leaders engage daily with employees at all levels, enabling a close-knit operational environment where labour risks are closely monitored and easily identified. The likelihood of forced or child labour occurring within Menē's corporate offices or production operations is therefore considered remote.

In 2025, Menē continued to advance its compliance framework by enhancing employee-related policies in consultation with legal employment counsel in both the United States and Canada.

5. Monitoring and Mitigation of Forced and Child Labour Risks

Through the development of strong relationships with its suppliers and the strategic sourcing of precious metals, production consumables, storage solutions, and select packaging materials within North America, Menē actively monitors and limits its exposure to the risk of forced and child labour in its supply chain.

Given the Company's relatively small operational footprint and a total workforce of 24 employees, Menē's senior leadership team maintains close, daily engagement with staff and is personally acquainted with all team members. This hands-on approach enables effective oversight of labour conditions within the organization. Employment documentation is periodically reviewed to ensure compliance with applicable state and provincial labour regulations in both the United States and Canada.

Menē's leadership convenes monthly to review operational matters, including staffing and supply chain oversight. This regular dialogue ensures that any emerging risks or concerns—should they arise—are promptly addressed. To date, no instances of forced or child labour have been identified within Menē's operations or supply chain. As a result, the Company has not been required to implement remediation measures, nor has it encountered situations necessitating support for affected individuals or families.

The Company remains confident that its current practices are effective in preventing the use of forced and child labour within its supply chain. Menē continues to assess and refine these practices on an ongoing basis, including during the preparation of its annual report.

6. Attestation Statement

This report for Menē Inc. has been approved by the Company's Board of Directors in accordance with subparagraph 11(4)(a) of the Act.

As required under the Act, I hereby attest that I have reviewed the contents of this report. To the best of my knowledge, and having exercised reasonable diligence, I confirm that the information contained herein is true, accurate, and complete in all material respects for the purposes of the Act and for the reporting year indicated above.

I make this attestation in my capacity as Executive Chairman and Director of the Board of Menē Inc., and on behalf of the Board of Directors of Menē Inc., an entity for which I am duly authorized to bind.

/s/ Roy Sebag
Roy Sebag
Executive Chairman, Menē Inc.
May 1, 2026