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2025 Report – Fighting Against Forced and Child Labor in Supply Chains

This report, prepared by Engage2Excel Inc., and its wholly owned subsidiaries, including Rideau Recognition Solutions Inc., (hereto the "Company") which covers the financial year ending December 31, 2025 (referred to as the "Reporting Period"). It outlines the activities and compliance measures taken during the reporting period. This report represents the first submission by the Corporation in accordance with Canada's recently enacted Fighting Against Forced Labor and Child Labor in Supply Chains Act (referred to as the "Act").

1. Company Overview & Structure

The Company is a leading career experience company providing recruitment, onboarding, employee recognition, manager development and employee survey solutions designed to help clients find and keep their talent. Our innovative platform helps solve the critical challenges found in today's workforce and is focused on elevating the candidate and employee experiences, driving engagement and improving retention.

The Company is a privately owned US corporation with international subsidiaries, including Rideau Recognition Solutions, Inc, headquartered in Ville Saint-Laurent, Quebec, Canada, who during the 2025 fiscal period had employed over 212 employees. With a century of experience, this subsidiary's manufacturing facility was a pioneer in producing many of Canada's highest recognition honors and the Company has earned several awards for innovative HR technology and solutions.

The oversight of the Company is entrusted to the Board of Directors. This board bears the responsibility of guiding the Corporation's operations and ensuring compliance with all legal requirements and internal policies.

The Company consists of a hierarchy of executive leadership and functional departments. These departments are led by department heads or vice presidents, and their roles are divided based on the functions necessary for the business. Each department is responsible for specific tasks that contribute to the Company's overall success.

Middle managers supervise and manage day-to-day activities within departments and report directly to senior leadership. They ensure that strategies set by executive leadership are executed on the ground level. Employees and staff include core workers who carry out the specific functions required by the Company.

2. Activity & Supply Chain

a. Activity

The Company's primary activity is helping organizations reward and recognize their employees. This is achieved through three principal avenues:

a. Consulting
b. Technology Platform
c. Award redemption

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Within our proprietary technology and at the point of redemption for the various programs we support (safety, performance, service anniversary, employee appreciation etc.) there are catalogs of items that the recipients can use to select an award for redemption. These catalogs consist mainly of retail-like products (home, electronics, jewelry, art, lifestyle etc.), emblematic products and gift cards.

b. Supply Chain

Our North American supply chain is composed of the following type of suppliers that make up our vendor network:

a. Brand re-sellers or brand product distributors
   - Companies who have the authority or license to distribute different brand name retail products within the country. These are small businesses who manage product/brand distribution within the incentive industry

b. Internal manufacturing / domestic manufacturing
   - Manufactured products consist of emblematic products and jewelry that is made at Company's facilities or at another North American emblematic vendor.

c. Import or international manufacturing
   - Manufactured product made at trusted overseas vendors, generally in China and typically emblematic.

3. Policies and due diligence processes related to forced labor and/or child labor

a. Entity HR Internal Policy

All new hires must sign an acknowledgement certifying that they have received a copy of the employee handbook and that they understood its contents and agree to abide by our policies and regulations. They also take part in an onboarding program, which includes listening to a recorded presentation which references the need to review this handbook. The following week, they take part in a question-and-answer session with HR to discuss our policies as well as any programs that we have in place. This allows us to close the loop by addressing any concerns or questions.

> ***Extract - Child Labor Policy***
> *The company is fully committed to protecting children from economic exploitation and from performing any work that is likely to be hazardous, interfere with their education, or is harmful to the child's physical or mental health or moral development. The Company believes that their future development and that of the communities and countries in which they live is best served through education not child labor.*

No children below the age of 15 can be employed in our facilities. If the law states a higher age, the law must be followed. Young workers 15-18 years old can only undertake light work and all procedures concerning the treatment of young workers must be followed. If our employees suspect forced labor, they should report their concerns immediately to their immediate manager and/or their Human Resources Department.

Note that at health and safety level, operation managers have also been instructed to ensure they follow these ground rules, and the fact that they cannot employ children in production while they're at school. It's also important to note that we've never employed children aged under 15 years.

b. Entity International Vendor Policy

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The Company has been working with specific international vendors for many years and has developed a professional relationship.

The Company assesses international vendors through independent audits including for compliance with our Forced labor and/or child labor policies. These audits are typically administered every year or every other year.

4. Risk of forced labor or child labor being used

Our long-standing relationships along with our business policies combine to provide a low risk of encountering forced or child labor. To date our Company has not identified any instances of Forced or Child labor within our supply chain. We continue to remain vigilant.

We stand firmly behind ESG principles, continuously assessing our practices for impact and efficacy. We remain agile, adapting our policies to meet evolving legislative and industry standards, all aimed at ensuring the highest standards across our business and supply chains.

In accordance with the requirements of the Canadian *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (Act), and in particular section 11 thereof, I, in the capacity of *Chief Executive Officer*, attest that I have reviewed the information contained in the report on behalf of Engage2Excel Inc. and all of its subsidiaries. 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 the reporting year listed within this report.

(I have the authority to bind Engage2Excel Inc. and its subsidiaries.)

Phillip R. Stewart

Chief Executive Officer

Date: October 5, 2026

In accordance with the requirements of the Canadian *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (Act), and in particular section 11 thereof, I, in the capacity of President, attest that I have reviewed the information contained in the report on behalf of Rideau Recognition Solutions Inc. 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 the reporting year listed within this report.

DocuSigned by:
Jeff Gelinas
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(I have the authority to bind Rideau Recognition Solutions Inc.)

Jeff Gelinas

President

Date: October 5, 2026