



E N W Λ V E

EnWave Corporation

Company Report: Fight Against Forced Labour and Child Labour in Supply Chains

Table of Contents

Background.....	2
Structure, Activities & Supply Chain.....	2
Policies & Due Diligence.....	3
Risk Assessment Company Activities & Supply Chain.....	4
Remediation Forced & Child Labour & Vulnerable Family Income Loss.....	5
Awareness Training	5
Assessing Effectiveness.....	5
Conclusion Key Takeaways	6

Background

The measures introduced through former Bill S-211, An Act to enact the Fighting Against Forced Labour and Child Labour in Supply Chains Act and to amend the Customs Tariff (the Act), aim to increase industry awareness and transparency and drive businesses to improve practices. There are eight mandatory reporting areas that must be investigated and reported on which include:

- The steps the entity has taken during its previous financial year to prevent and reduce the risk that forced labour or child labour is used at any step of the production of goods in Canada or elsewhere by the entity or of goods imported into Canada by the entity.
- Its structure, activities, and supply chains.
- Its policies and due diligence processes in relation to forced labour and child labour.
- The parts of its business and supply chains that carry a risk of forced labour or child labour being used and the steps it has taken to assess and manage that risk.
- Any measures taken to remediate any forced labour or child labour.
- Any measures taken to remediate the loss of income to the most vulnerable families that results from any measure taken to eliminate the use of forced labour or child labour in its activities and supply chains.
- The training provided to Employees on forced labour and child labour.
- How the entity assesses its effectiveness in ensuring that forced labour and child labour are not being used in its business and supply chains.

EnWave is committed to upholding and respecting human rights across all aspects of its operations and supply chain. This report outlines the approach and initiatives by EnWave to identify and address the risks of forced labour and child labour in its business operations and supply chain during the financial year commencing October 1, 2023, and ending September 30, 2024.

Structure, Activities & Supply Chain

Structure

EnWave Corporation (“EnWave”) was incorporated under the Canada Business Corporations Act on July 14, 1999. It trades under the business name EnWave Corporation with its head office at 1 – 1668 Derwent Way, Delta, BC, Canada and is a publicly listed company. EnWave’s business number is 363880-4.

EnWave satisfies the definition of an entity within the Act by having a place of business in Canada, doing business in Canada, having assets in Canada, and being listed on a stock exchange in Canada. In addition to being listed on the Toronto Stock Exchange Venture Exchange under the symbol “ENW”, EnWave trades on the Frankfurt Stock Exchange under the symbol “E4U”. EnWave currently has 27 employees working locally at facilities in Delta.

Activities

The Company's principal business is the design, manufacturing, and construction of vacuum-microwave dehydration ("REV™") machinery in Delta, BC and the licensing of its intellectual property through royalty-bearing agreements in the food, cannabis, and biomaterial industries. EnWave orders and imports parts and materials from within Canada and outside of Canada, in the manufacturing and construction of REV™ machines.

EnWave also provides tolling services for companies wanting to contract manufacture dehydrated products on their behalf at the REVworx facility in Delta, BC. Partners purchase consumable goods such as Brussels sprouts, bananas, or avocados which EnWave will process by dehydrating to our partners specifications.

Finished products and completed dehydration machinery is sold within Canada and outside of Canada. EnWave has sold REV™ equipment to a diverse portfolio of companies such as Dole, Bridgford Meat Company, Gay Lea, and Bare Snacks (PepsiCo). EnWave has sold REV™ equipment in over 24 different countries on five continents.

Supply Chain

EnWave's supply chain originates from the engineering and manufacturing department which requires parts and materials for the construction and fabrication of the REV™ equipment. These parts and materials include among other things, bolts, fittings, pumps, motors, valves, bars/plates of metal and plastic, magnetrons, and power cabinets. EnWave purchases these parts and component parts from suppliers with head office locations in approximately 4 countries: Canada, U.S.A., China, and Sweden. In fiscal 2024, the majority of the parts and component parts, approximately 99%, were sourced from suppliers within Canada and the U.S.

Policies & Due Diligence

Due diligence is a process to identify and respond to the real and potential adverse impacts of activities throughout the supply chain. The OECD Due Diligence Guidance for Responsible Business Conduct provides a framework for steps to take for the due diligence process which includes embedding responsible business conduct into company policy, identifying, and assessing risk, ceasing, preventing, and mitigating this risk, tracking the results, communicating how these risks were addressed and providing remediation where appropriate.

EnWave has the following policies, procedures, and meetings in place regarding safety, ethics, and business conduct:

- EnWave is an equal opportunity employer committed to fostering a healthy and safe work environment for all employees. EnWave is committed to creating and maintaining a workplace environment which fosters mutual respect, integrity, and professional conduct. Responsibilities

of employees and management are clearly defined, including procedures for reporting.

- There is an Employee Handbook which is read and signed by new hires and on an annual basis. The Employee Handbook contains Operational, Organization and Corporate Global policies including a Code of Business Conduct and Ethics, Workplace Harassment and Bullying, Diversity, Whistleblower and Bill S-211 policies. The Whistleblower policy ensures that employees direct their concerns to a designated point of contact, allowing EnWave to promptly address any incidents.
- Weekly management meetings and quarterly townhalls are held to discuss business updates and ongoing operations which provides a platform for addressing concerns and engaging in discussions relevant to Bill S-211.
- Workplace health and safety is discussed at each Board of Directors meeting which are held on a quarterly basis at a minimum.
- Suppliers are required to review and sign a Code of Conduct as part of the supplier onboarding process. The Code of Conduct contains, amongst other principles and expectations, language regarding the Suppliers obligation to ethical labour practices.

EnWave maintains strong relationships with critical suppliers which allows for open lines of communication and dialogue if there were ever issues in regard to Bill S-211.

Risk Assessment Company Activities & Supply Chain

EnWave has identified the following areas of risk related to forced labour or child labour in its supply chain:

- Procurement of parts and materials from direct suppliers.
- Tier two and tier three suppliers and the use of intermediaries.

EnWave evaluated and assessed the risk of forced labour and child labour in our supply chain by evaluating the associated spend by supplier from January 1, 2022 to December 31, 2023 ("Evaluated Period") and the inherent risk associated with the parts and materials procured. There have been no material changes to EnWave's supply chain or suppliers since the Evaluation Period. In review of the spend by supplier, the majority of EnWave suppliers are domiciled in Canada and the United States, comprising 96% of total spend for the Evaluated Period. China comprises 3% of total spend for the Evaluated Period. In review of the US Department of Labour's Goods at Risk List (the "List"), neither Canada nor the United States are on the List. China was included on the List for being at risk of forced labour and child labour with the production of electronics.

EnWave also reviewed the inherent risk of forced labour and child labour associated with the types of parts and materials purchased. Based on the 2023 Walk Free Foundation Report, electronics, which EnWave uses in the manufacturing of REV™ equipment, has a high inherent risk. EnWave sourced

electronics from China in the Evaluation Period but the total spend was a de minimus amount.

EnWave has assessed our risk of forced labour and child labour as low due to the majority of goods being purchased in Canada and the United States which have a low prevalence of forced labour and child labour. The risk is higher for tier two and tier three suppliers and the use of intermediaries, but the Company believes the policies described above will mitigate these identified risks in its supply chain.

Remediation Forced & Child Labour & Vulnerable Family Income Loss

To date, EnWave has not identified instances of the use of child labour or forced labour within their operations or those of suppliers. EnWave is continuing its review of procurement practices to enhance the rigor of its due diligence processes including raising awareness with its suppliers.

Awareness Training

The Company provides the following awareness training to all employees:

- EnWave's Employee Handbook is reviewed annually, and attestations are signed by Employees with any changes or updates discussed at the quarterly Townhall. The Employee Handbook defines forced labour and child labour and expressly states the Company's corporate policy, including how any suspected incidents should be reported and managed.
- EnWave integrates Bill S-211 awareness training into its quarterly townhalls. Employees are provided with key information on the risks of forced and child labor in supply chains, the Company's obligations under the Act, and how they can contribute to responsible business practices.

Assessing Effectiveness

The company assesses the effectiveness of ensuring forced labor and child labor are not used in its supply chain through an annual review of its policies and procedures, supplier assessments, and employee feedback mechanisms, including:

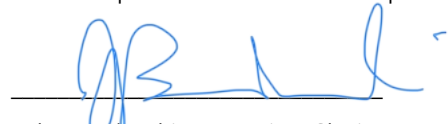
- EnWave reviews its policies and procedures related to forced labour and child labour on an annual basis to ensure they remain current, effective, and aligned with legal and regulatory requirements. Any changes are approved by management and communicated company wide.
- The Company tracks signed Supplier Codes of Conduct, ensuring all active vendors have acknowledged and agreed to the required standards. Regular reviews help monitor compliance and flag any missing or outdated documentation.
- EnWave uses a variety of employee feedback mechanisms to encourage open communication

and identify areas of improvement. Regular townhalls and one-on-one meetings with managers also provide opportunities for employees to voice concerns and share insights.

Conclusion Key Takeaways

EnWave is committed to upholding and respecting human rights across all aspects of its operations and supply chain management. EnWave will continue to develop and implement policies and procedures that address the risk of forced labour and child labour in our organization.

In accordance with the requirements of the Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in the report for the entity listed above. 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 above.

A handwritten signature in blue ink, appearing to read 'JB', is written over a horizontal line.

John Budreski, Executive Chairman

I have the authority to bind EnWave Corporation.

May 21, 2025