

# **PROMINO NUTRITIONAL SCIENCES INC.**

2023 FORCED AND CHILD LABOUR REPORT

For the financial year ended December 31, 2023

## 1. INTRODUCTION

The *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (the “**Act**”) requires that businesses state actions they have taken during the fiscal year to prevent and reduce the risk of forced labour or child labour within their operations and supply chain. This is a report for Promino Nutritional Sciences Inc. and its material subsidiaries, Promino Brands Inc. and JAKTRX Inc. (the “**Promino Subsidiaries**”). This report refers to the 2023 fiscal year end. In accordance with the Act, this report is published on the Company’s website: <https://drinkpromino.com/>.

## 2. STRUCTURE, ACTIVITIES AND SUPPLY CHAIN

Promino Nutritional Sciences Inc (“**Promino**” or the “**Company**”) is an innovative and research driven nutraceutical company located in Burlington, Ontario, specializing in the development of patented muscle growth products for the global consumer packaged goods and beverage markets utilizing the Promino Patented Plant-Based Blend.

### *Structure*

The Company was incorporated under the *Business Corporations Act* (British Columbia) on June 25, 2018 under the name “PJ1 Capital Corp”. The Company changed its name to “Element Nutritional Sciences Inc.” on August 31, 2020, and subsequently changed its name to “Promino Nutritional Sciences Inc.” on January 24, 2024. The Company is a reporting issuer in each of the provinces and territories of Canada and the common shares of the Company are listed on the Canadian Securities Exchange under the symbol “MUSL”.

Both of the Promino Subsidiaries are incorporated under the *Business Corporations Act* (Ontario).

### *Activities*

The Company’s current product portfolio includes the flagship Promino™ drink mix and the Rejuvenate Muscle™ health beverage.

Promino™ (11 grams of Promino blend) is a drink mix for athletes, weekend warriors and active individuals that has shown to be two times more effective than whey protein at building muscle.

Rejuvenate Muscle™ (3.6 grams of Promino Blend) is a daily muscle health beverage clinically proven to assist in the building, rebuilding, restoration and rejuvenation of natural muscle mass and help prevent age-related muscle loss.

### *Supply Chain*

The Company uses independent contract manufacturers in the United States and Canada to produce all products sold in North America, and distributes its products to retailers through distribution centers located in Ontario, Ohio and Arizona. The Company also sells products to consumers through e-commerce platforms, including Amazon, Walmart and eBay.

### **3. POLICIES AND DUE DILIGENCE PROCESSES**

Promino is committed to respecting and promoting the highest standards of ethics and integrity in all its dealings with employees, manufacturers, customers, suppliers, shareholders and the communities in which the Company operates. The Company has not yet adopted formal written policies or codes of conduct regarding its suppliers, distributors and manufacturing partners due, in part, to the relatively small size of the Company's workforce and management team and the limited resources available to the Company. However the Company is committed to reviewing and monitoring its operations to identify and reduce any modern slavery risks within the Company and its supply chain.

### **4. FORCED LABOUR AND CHILD LABOUR RISKS**

The Company recognizes that some elements of its supply chain present a risk of forced labour or child labour. The Company identifies and manages this risk by engaging with team members, suppliers, customers and other stakeholders as a way of identifying risk or non-compliance, and selecting suppliers, distributors and manufacturing partners with robust ESG policies. Currently, all of the Company's suppliers, distributors and manufacturing partners are located in Canada or the United States and as such are subject to applicable laws and regulations prohibiting forced or child labour.

If the Company identifies a material risk of child labour, forced labour or life threatening health and safety situations, the Company may, as appropriate, suspend its relationship with those suppliers, distributors or manufacturing partners, work with them to determine whether satisfactory remediation is possible and/or terminate relationships with business partners who are unable or unwilling to address the risk.

### **5. REMEDITAITON MEASURES**

To date, there have been no identified or reported instances of forced labour or child labour in the Company's activities and supply chain.

To date there have been no identified or reported instances of loss of income to vulnerable families that resulted from measures taken to eliminate the use of forced labour or child labour in the Company's activities and supply chains.

### **6. TRAINING**

Due in part to relatively small number of Company employees, the Company does not have a formal training program for employees on forced labour and child labour. The Company expects to adopt formal training policies as the Company expands and increases its workforce.

### **7. EFFECTIVENESS ASSESSMENTS TO ENSURE THAT FORCED LABOUR AND CHILD LABOUR ARE NOT BEING USED IN THE COMPANY'S BUSINESS AND SUPPLY CHAINS**

To reduce and prevent the risk of forced labour and child labour within the Company's operations and supply chain, the Company uses engagement and monitoring to assess the effectiveness of its actions.

Engagement	<ul style="list-style-type: none"> <li>Engage with suppliers and manufacturing partners within the Company's network and supply chain to share standards and best practices</li> </ul>
Monitoring	<ul style="list-style-type: none"> <li>Supplier and manufacturing partner screening</li> <li>Monitoring media reports related to risk of forced or child labour and actioning as required</li> </ul>

**8. CONCLUSION**

The Company remains committed to preventing forced labour and child labour from taking place in its businesses and supply chains, and the Company will continue to periodically review and monitor its procedures and practices to determine any potential enhancements.

**9. APPROVAL AND ATTESTATION**

This report was approved by the Board of Directors of Promino Nutritional Sciences Inc. for the financial year ended December 31, 2023, in accordance with subparagraph 11(4)(a) of the Act.

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 or entities 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.

May 31, 2024

*"Vito Sanzone"*

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**Vito Sanzone**  
Chief Executive Officer

*I have the authority to bind Promino Nutritional Sciences Inc.*