



Bill S-211: Forced Labour and Child Labour in Supply Chain Assessment

## **About this Report**

Pursuant to section 11 of Canada's Fighting Against Forced Labour and Child Labour in Supply Chains Act for the financial year ended December 31, 2024, the following report details the procedures implemented to reduce the risk that Modern Slavery is used at any step of the production and importation of goods in Canada.

## **Introduction**

Marksman Energy Inc. (TSX-V: MAH) and its wholly owned subsidiary Marksman Energy USA, Inc., are engaged in the acquisition, exploration, development and production of oil and gas properties in Alberta, Canada and Ohio, USA. At Marksman Energy Inc., we acknowledge the threat of forced labour and child labour and the need to implement policies and procedures to assess and mitigate these risks as put forth by Canada's Fighting Against Forced Labour and Child Labour in Supply Chains Act.

## **Structure, Activities & Supply Chain**

### **Structure and Activities**

Marksman Energy Inc. ("Marksman"), and its wholly owned subsidiary Marksman Energy USA, is focused on the acquisition, exploration, development and production of oil and gas properties in Alberta, Canada and Ohio, USA. The board of directors consists of a Chairman of the Board and two other directors. Marksman Energy has two employees, a chief financial officer and an accounting specialist, located in Canada. Marksman USA has a contract operations staff of two individuals and consultants as required. The board of directors and management team work together to determine the structure and activities of the company.

### **Supply Chain**

As a junior energy company, Marksman primarily uses local suppliers within Canada and the United States. Some supplies or equipment may be sourced by a third party outside of Canada and the United States. The types of suppliers Marksman uses on a regular basis include the following:

- Drilling and service rigs
- Cementing and wire-line services
- Service equipment including tanks, pumpjacks, and electrical hookup
- Downhole equipment including casing, tubing, rods, and downhole pumps
- Transportation of oil by truck
- Lease preparation and maintenance using various heavy construction equipment
- Safety clothing and equipment
- Office supplies, furniture, computers and software
- Office rent in Alberta and Ohio
- Administration support including accounting, auditing, engineering, and shareholder services

## **Policies & Due Diligence**

Marksman is currently developing and implementing an action plan in conjunction with our service and supply chain providers to mitigate risks of forced labour and child labour.

## **Supplier Due Diligence**

We will encourage our service and supply chain providers to source their products from organizations who also have policies and procedures to reduce the risk of forced and child labour. Marksman will initiate dialogue with all its service and supply chain providers regarding its policies and initiatives related to reducing the risk of forced and child labour.

## **Risk Assessment**

To the best of our knowledge, Marksman does not engage in acquiring goods and services from companies that engage in forced and child labour. Both in Canada and the United States where Marksman conducts business, there are workplace regulations that mandate minimum wages, hours of work, and safe working conditions for employees. This utilization of primarily local-based suppliers strongly mitigates the risk of forced and child labour.

For the most part, Marksman's supply chain providers source their goods from local suppliers and manufacturers. However, Marksman is aware there is potential for goods produced from countries outside of Canada and the United States to be used within our supply chain, for example casing, tubing and safety apparel.

## **Remediation of Forced & Child Labour**

Following our risk assessment of our operations and supply chain, no actions were necessary in 2024. To the best of our knowledge there were no indicators of forced labour and child labour.

## **Remediation of Vulnerable Family Income Loss**

Following our risk assessment of our operations and supply chain, no actions were necessary in 2024 to address any income loss of the most vulnerable families due to the absence of forced and child labour in our current operations or supply chain.

## **Awareness Training**

Marksman will address the need for awareness related to forced and child labour with its employees, contractors, and suppliers by developing the appropriate policies, procedures and information sessions.

**Self-assessment Process & Requirements**

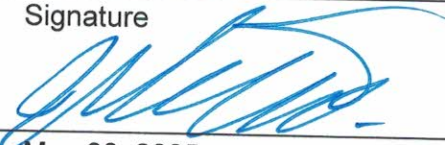
Marksmen will establish a framework of policies and maintain records of any possible incidents and take the appropriate resolution measures. To date we have not seen any indication of exposure to forced and child labour in our supply chain or with service providers.

**Board of Director Approval**

This report has been endorsed by the Board of Directors of Marksmen Energy Inc. on behalf of the company and its wholly owned subsidiary Marksmen Energy USA on May 30, 2025, and has been submitted to the Minister of Public Safety and Emergency Preparedness in Canada. This report will be uploaded to the website at [www.marksmenenergy.com](http://www.marksmenenergy.com).

**Approval and Attestation**

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.

_____	_____
Full Name	Signature
John McIntyre	
_____	_____
CFO	May 30, 2025

I have the authority to bind Marksmen Energy Inc. and this report covers the fiscal year 2024.