



MODERN SLAVERY STATEMENT

This statement is made pursuant to Canada's *An Act to Enact the Fighting Against Forced Labour and Child Labour in Supply Chains Act and to Amend the Customs Tariff* (the "Act") and sets forth the steps Resilience Biotechnologies Inc. (the "Company" or "we") has taken to ensure that forced labour and child labour are not taking place in our business or supply chains for the year ending December 31, 2025.

1. Structure, Operations and Supply Chain

The Company, incorporated in Canada on July 29, 2020, is a wholly owned subsidiary of the U.S. incorporated company, National Resilience, LLC, a technology-focused biomanufacturing company dedicated to broadening access to complex medicines. The Company has a biomanufacturing facility in Mississauga, Ontario that provides process and analytical development, scale up, drug substance and drug product manufacturing for a variety of medicines.

The Company's supply chain consists of 668 product suppliers providing direct/indirect goods, parts, equipment and services and 432 non-product suppliers located in 14 countries.

2. Policies, Governance and Due Diligence Processes

We are committed to acting with the highest ethical standards in all of our business dealings, complying with applicable laws and acting responsibly when dealing with employees, customers and suppliers. We strive to work at the highest professional standards and to comply with all applicable laws, regulations and standards to our business and expect the same from our suppliers and business partners.

We have existing policies containing provisions which contribute to mitigating the risk of forced labour and child labour taking place in any part of our business or supply chain, including:

- Global Code of Business Conduct (the "Code"). The Code applies to all directors, officers, employees and third-party personnel (i.e., contractors, contingent workers and consultants) and sets forth acceptable approaches and behaviors for how to conduct business with integrity.
- Workplace Harassment, Workplace Sexual Harassment, Workplace Violence, and Discrimination Policy and Investigation Procedure. This policy defines what is deemed workplace harassment, workplace sexual harassment, workplace violence and discrimination and outlines the obligations and procedures regarding these issues.
- Employee Handbook reminding employees of their obligation to uphold international labor standards and promote responsible business practices that protect children and support their long-term well-being.
- Third-Party Code of Conduct setting forth our expectations for our suppliers, vendors, third party personnel (including contractors, consultants, and contingent workers) and other service providers retained to act on behalf of or for the benefit of the Company. Among other things, our Third Party Code of Conduct requires suppliers to comply with all applicable laws, regulations, standards and codes and other requirements prohibiting forced labour, child labour, human trafficking and exploitation of vulnerable populations.

In 2025, we began utilizing Dun & Bradstreet's Compliance Intelligence Tool which includes a high-level indicator related to forced labour and child labour considerations for any third party that meets defined risk-based criteria.

3. Assessing and Managing Our Risk

Beyond the policies listed above, the Company has not yet taken action to identify parts of its activities and supply chains that carry a risk of forced labour or child labour.

As we implement the Third-Party Code of Conduct, we intend to assess our risks of forced labour and child labour in our business and supply chains.

4. Remediation Measure

While the Company has not yet taken specific measures to remediate any forced labour or child labour in its activities and supply chains, and accordingly no measures were taken to remediate the loss of income to vulnerable families, our Code includes guidance on how individuals can report known or suspected violations of the Code. Additionally, individuals who do not comply with our Code are subject to discipline measures, which may include without limitation termination of employment.

5. Training

While the Company does not yet provide training to employees on forced labour and child labour, the Company's employees receive regular training on our policies. All new employees are assigned mandatory learning campaigns on their first day, including training on our Code. On an annual basis, all employees are required to review and certify their compliance with our Code.

Our Third-Party Code of Conduct also includes an expectation that our suppliers have a notification process to communicate the expectations outlined in our Third-Party Code of Conduct to all relevant parties.

6. Assessing Effectiveness

While we have policies in place to help mitigate the risk of forced labour and child labour used in our operations and supply chains, we have not yet taken actions to assess the effectiveness of those policies.

At a later stage we intend to assess the effectiveness of those policies and any future policies and actions in preventing and reducing risks of forced labour and child labour in our business and supply chains.

7. Approval

This statement was approved by directors of the Company on May 4, 2026, for the financial year ending December 31, 2025.

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.

I have the authority to bind Resilience Biotechnologies Inc.

Signed by:

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William S. Marth
Director
May 4, 2026