

AGEREH TECHNOLOGIES INC.

Human Rights and Responsible Business Conduct Policy

Draft for Board Review and Approval

Policy information	Details
Document owner	Chairman of the Board / Chief Executive Officer
Applies to	Directors, officers, employees, contractors, consultants and, where relevant, suppliers and business partners
Effective date	June 19 th , 2026
Approved by	Agereh Board of Directors
Review cycle	At least annually, or more frequently as Agereh grows or its risk profile changes
Version	1.0

1. Purpose

Agereh Technologies Inc. (together with its subsidiaries, as applicable, "Agereh" or the "Company") is committed to conducting its business honestly, ethically, responsibly and in a manner that respects human rights.

This Human Rights and Responsible Business Conduct Policy (the "Policy") supplements the Company's Code of Business Conduct and Ethics and is intended to provide a clear, proportionate and practical statement of Agereh's human rights commitments as a small and growing company.

2. Scope

This Policy applies to all directors, officers and employees of Agereh. It also applies, where appropriate and proportionate, to contractors, consultants, suppliers, service providers and other business partners acting for or on behalf of the Company.

Agereh expects all persons covered by this Policy to act with integrity, comply with applicable law and raise concerns where they become aware of conduct that may be inconsistent with this Policy.

3. International Standards and Principles

Agereh is committed to respecting internationally recognized human rights. In applying this Policy, the Company is guided by the following standards and principles, to the extent applicable to the Company's size, operations, locations and business activities:

- Universal Declaration of Human Rights;
- United Nations Guiding Principles on Business and Human Rights;
- International Labour Organization Declaration on Fundamental Principles and Rights at Work, including the ILO core labour standards; and
- OECD Guidelines for Multinational Enterprises on Responsible Business Conduct, where applicable.

Nothing in this Policy is intended to reduce, replace or limit any obligation Agereh has under applicable laws, rules or regulations. Where local law and this Policy differ, Agereh will seek to follow the higher standard where legally permitted and reasonably practicable.

4. Human Rights Commitments

Agereh's human rights commitments are proportionate to its current operations and will be reviewed as the Company grows. The Company is committed to the following:

4.1 Non-discrimination, harassment and inclusion

Agereh is committed to providing a workplace free of discrimination, harassment and violence. The Company will not tolerate discrimination based on age, ancestry, colour, race, citizenship, ethnic origin, creed, disability, family status, marital status, gender, sex, sexual orientation, or any other ground of discrimination prohibited by applicable law. Agereh supports a respectful and inclusive workplace where individuals are treated with dignity.

4.2 No child labour

Agereh will not knowingly use, support or benefit from child labour. The Company will comply with applicable minimum age and employment eligibility laws.

4.3 No forced labour, modern slavery or human trafficking

Agereh will not knowingly use, support or benefit from forced labour, prison labour, bonded labour, indentured labour, modern slavery or human trafficking. Work must be voluntary, and workers must be free to end employment in accordance with applicable law.

4.4 Occupational health and safety

Agereh is committed to maintaining a safe, healthy and respectful work environment and to complying with applicable occupational health and safety laws and workplace requirements.

4.5 Freedom of association and collective bargaining

Agereh respects employees' lawful rights to freedom of association and collective bargaining in accordance with applicable law.

4.6 Compensation and working conditions

Agereh is committed to complying with applicable wage, working time, benefits and employment standards laws. The Company will seek to provide fair and lawful compensation and working conditions appropriate to its business and workforce.

4.7 Privacy and confidentiality

Agereh is committed to respecting privacy and protecting confidential and personal information in accordance with applicable law and the Company's policies.

4.8 Suppliers and business partners

As Agereh grows, the Company will seek to work with suppliers, contractors and business partners that share its commitment to lawful, ethical and respectful business conduct. Where appropriate, Agereh may include human rights and responsible business conduct expectations in contracts, onboarding materials or supplier communications.

4.9 Environment and community impacts

Agereh will comply with applicable environmental laws. Where environmental or community impacts become relevant to the Company's business, Agereh will assess and address those risks in a proportionate manner. The Company does not currently represent that it is certified to, or formally committed under, specialized environmental treaties or social accountability certification systems unless expressly approved by the Board.

5. Governance and Accountability

The Board of Directors has oversight of this Policy. The Board may delegate ongoing oversight to the Compensation and Corporate Governance Committee or another committee of the Board, as appropriate.

The Chairman of the Board and/or Chief Executive Officer is responsible for day-to-day implementation of this Policy, including communicating expectations, addressing questions and ensuring reported concerns are reviewed and addressed.

Because Agereh is currently a small company, implementation will be practical and proportionate. As Agereh grows, management will assess whether additional procedures, roles, training, supplier controls or reporting mechanisms are required.

6. Human Rights Due Diligence and Risk Management

Agereh will take reasonable and proportionate steps to identify, prevent, mitigate and address human rights risks connected to its operations. These steps may include reviewing workplace practices, considering human rights risks in new business activities, assessing relevant supplier or contractor risks and taking corrective action where appropriate.

Agereh recognizes that human rights due diligence is an ongoing process. The scope and form of due diligence will reflect the Company's size, resources, industry, operating locations and the severity and likelihood of potential impacts.

7. Reporting Concerns and Non-retaliation

Any director, officer, employee, contractor or other person covered by this Policy who becomes aware of a concern or potential violation of this Policy should report it in accordance with the reporting procedures in Agereh's Code of Business Conduct and Ethics or to the Chairman of the Board, Chief Executive Officer, a supervisor, or such other person or committee designated by the Board.

Agereh will not tolerate retaliation, threats, discipline, discrimination, harassment, demotion, discharge or other adverse action against any person who raises a concern in good faith or participates in a related review or investigation.

8. Remediation and Corrective Action

Where Agereh identifies that it has caused or contributed to an adverse human rights impact, the Company will seek to provide for, cooperate in or support appropriate remediation, taking into account the nature of the impact, applicable law and the Company's role in the matter.

Corrective action may include changes to policies or practices, additional communication or training, disciplinary action, supplier engagement, contract measures or other steps the Company determines to be appropriate.

9. Communication and Training

Agereh will make this Policy available to directors, officers and employees and will communicate its expectations to contractors, consultants, suppliers and business partners where relevant. Training or briefing on this Policy may be provided as appropriate based on roles, responsibilities and risk exposure.

10. Review and Amendment

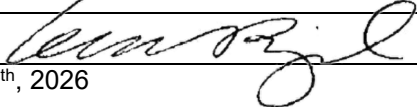
This Policy will be reviewed at least annually by the Board or its designated committee. Agereh may amend this Policy from time to time to reflect changes in law, business operations, stakeholder expectations, risk profile or governance practices.

11. No Creation of Third-party Rights

This Policy is a statement of Agereh's commitments and governance expectations. It does not create contractual rights, third-party beneficiary rights or obligations beyond those required by applicable law or an applicable contract.

Board Approval

This Human Rights and Responsible Business Conduct Policy was reviewed and approved by the Board of Directors of Agereh Technologies Inc. on the 19th day of June, 2026.

Name:	Ken Brizel
Title:	CEO & Director
Signature:	
Date:	June, 19 th , 2026

Acknowledgement of Receipt and Review

I acknowledge that I have received, read and understood Agereh Technologies Inc.'s Human Rights and Responsible Business Conduct Policy and agree to comply with it.

Name:	
Title/Role:	
Signature:	
Date:	