

EURO MANGANESE MODERN SLAVERY REPORT

INTRODUCTION

Euro Manganese Inc. ("EMN") and its subsidiaries, Mangan Chvaletice s.r.o ("Mangan"), EP Chvaletice s.r.o., and North American Manganese Inc. ("NAM"), (together "EMN" or the "Company") are committed to respecting the human rights of people impacted by our operations and supply chain. EMN understands the importance of the role it plays in promoting human rights and responsible business practices in the jurisdictions in which it operates, and EMN works to help prevent and assess the risks of forced labour and child labour ("Modern Slavery") in Canada's supply chain. The Company is committed to continuous improvement in our due diligence, risk assessment, remediation and training processes and understand that managing these risks requires a collaborative approach with our suppliers, our workforce and other external stakeholders.

REPORTING CONTEXT

This report is a report filed by Euro Manganese Inc. EMN's common shares are listed for trading on the TSXV, and the common shares, in the form of CDIs, trade under the symbol "EMN" on the ASX.

ORGANIZATIONAL STRUCTURE, ACTIVITIES AND SUPPLY CHAIN

Corporate Structure and Business Activities

EMN is the parent company of its subsidiaries Mangan and NAM, and Mangan is the parent of EP Chvaletice s.r.o located in the Czech Republic. EMN is headquartered in Vancouver, British Columbia and including its subsidiaries has approximately 38 employees. EMN's principal business is the evaluation and potential development of the Chvaletice Manganese Project in the Czech Republic, which involves the re-processing of a manganese deposit hosted in historic mine tailings. EMN's activities in the Czech Republic are conducted through its wholly-owned subsidiary, Mangan, which holds a 100% interest in the Chvaletice Manganese Project. EMN through its subsidiary NAM has also started to explore an opportunity to develop a project to produce high-purity manganese products in Canada for the North American market at the port of Bécancour in Quebec, Canada.

EP Chvaletice is mid-sized company with long tradition in engineering production. The main focus of EP Chvaletice is production of technical processing and manufacturing of operational complex structures for the power industry in the Czech Republic, heating industry, production of parts for handling machines and building industries, scrap conveyors, main frames for various types of machines and steel construction for building and technological equipment.

Supply Chain

EMN relies on a diverse pool of suppliers to provide goods and services that support the Company's activities. Our relationships with suppliers range from one-off engagements to long-term contractual arrangements. EMN procures a variety of goods and services such as equipment, geological and environmental consulting, field supplies, analytical and laboratory services, and other products and services that support project advancement and responsible resource development. EMN outsources selected operational activities to third parties in Czech Republic, including and technical, engineering, permitting and legal consultancy.

OUR POLICIES AND DUE DILIGENCE PROCESSES

EMN policies set out our commitment to act lawfully, ethically and responsibly and define the Company's expectations of acceptable business practices. Together, the following policies form a framework of standards required of our directors, officers, contractors, employees and suppliers to ensure human rights are respected, and to identify and appropriately address Modern Slavery risks in our operations and supply chains:

Code of Conduct – requires directors, officers, employees and contractors of EMN to act honestly, with integrity and in compliance with all applicable laws and regulations in fulfilling their duties and responsibilities.

Whistleblower Policy – requires reporting of actual or suspected material violations of the Code of Conduct or material legal or regulatory obligations and protects reporters from reprisal.

Anti-Bribery and Corruption Policy – prohibits all forms of bribery and corruption, both direct and indirect, in all jurisdictions where EMN operates. The policy requires directors, officers, contractors, employees and third parties to avoid improper influence in business dealings and to act transparently and ethically in accordance with applicable anti-bribery and anti-corruption laws. In addition, the policy ensures that no employee, contractor, or third party will face discrimination, retaliation, or disadvantage for reporting in good faith any suspected or actual breach of this policy or related misconduct.

Supplier Code of Conduct - outlines the minimum standards it asks its suppliers to follow, including having appropriate business and quality management systems in place and aligning with EMN’s Code of Conduct, Anti-Bribery & Corruption Policy and sustainability objectives.

POTENTIAL MODERN SLAVERY RISKS

EMN recognizes that the risk of forced labour and child labour is greater within our supply chains compared with our own operational activities. Furthermore, certain individuals, sectors, and geographic locations within our supply chains may be at a higher risk of forced labour and child labour. As such, the Company has identified the following categories of goods as being the most notable potential risks of forced labour and child labour within our supply chains: (i) goods manufactured in regions considered high-risk of forced labour or child labour; and (ii) clothing and personal protective equipment.

The measures EMN takes to mitigate the risk of forced labour and child labour in our operations include our policies and procedures outlined above, in addition to other risk management strategies.

REMEDATION MEASURES

Our Code of Conduct, Whistleblower Policy, and Anti-Bribery and Corruption Policy offer a reporting mechanism to report ethical or legal violations, among other concerns. In accordance with our policies, if a situation of non-compliance is identified, EMN will work to develop and implement a corrective plan to improve and remedy the situation. To date, EMN has not identified any material risk of the presence of forced labour or child labour used in its activities or supply chain and therefore has not undertaken any measures to remediate forced labour or child labour in its activities and supply chain or remediate loss of income that results from any measure taken to eliminate the use of forced labour or child labour in its activities and supply chain.

TRAINING

EMN is committed to ensuring that its employees, directors, and officers have access to necessary training on applicable EMN policies. EMN is in the process of developing training for our employees with the aim to provide participants with a deeper understanding of forced labour and child labour, international standards, common indicators of risk, how to identify forced labour and child labour, and what to do if they suspect an issue or a violation.

ASSESSING EFFECTIVENESS

As EMN continues the development of its program to prevent child labour and forced labour, it will consider and implement measures to assess the effectiveness of these processes. EMN is dedicated to ensuring that neither forced labour nor child labour is present within our operations or our supply chains.

To assess the effectiveness of our diligence processes, EMN is committed to:

- reviewing periodically our supplier base to identify potential risks;
- identifying and mitigate risks wherever they arise; and
- periodically reviewing our policies related to child and forced labour prevention.

EMN currently relies on our Whistleblower Policy to identify any instances of forced labour and child labour in our business and supply chain. To date, no such instances have been reported or identified.

EMN is dedicated to refining and implementing additional due diligence policies and procedures aimed at detecting, addressing, and prohibiting the utilization of forced labor and child labor in both our operations and supply chain.

ATTESTATION AND APPROVAL

This Report was approved by the Board of Directors of EMN on February 11, 2026. In my capacity as a Director of EMN and not in my personal capacity, I make this attestation in accordance with the requirements 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 purpose of the Act, for the reporting year listed above.

I have authority to bind Euro Manganese Inc.

"Martina Blahova"

Martina Blahova
CEO and Director
March 19, 2026