

Nano One Materials Corp.
Modern Slavery Report (2025)

I. Introduction

This Report is submitted by Nano One® Materials Corp. (“**Nano One**” or the “**Company**”), a Canadian corporation listed on the Toronto Stock Exchange (“**TSX**”) under the ticker symbol “**NANO**”. It is filed pursuant to the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (the “**Act**”) for the financial year ending December 31, 2025.

This Report outlines the Company’s efforts to prevent and reduce the risk that “forced labour” or “child labour”, as those terms are defined in the Act, are used at any step in the Company’s operations and supply chains. For the purposes of this Report, forced labour and child labour are collectively referred to as “**Modern Slavery**.”

For purposes of this Report, references to “Nano One” or the “Company”, generally refer collectively to Nano One Materials Corp. and its subsidiaries, Nano One Materials Quebe Inc., and Nano One Cadiac Inc., unless otherwise specified or contextually required.




As required by the Act, this Report will be posted publicly on the Company’s website.

II. Structure, Activities and Supply Chain

A. Corporate Structure

Nano One is a clean technology company with patented processes for the production of lithium-ion battery cathode active materials (“**CAM**”). The Company’s technology is designed to support secure and resilient battery supply chains by reducing cost, complexity, energy intensity, and environmental footprint.

Nano One is headquartered in Burnaby, British Columbia, Canada. The Company’s head office is located at Unit 101B, 8575 Government Street, Burnaby, British Columbia V3N 4V1, and its registered and records office is located at 2900 – 550 Burrard Street, Vancouver, British Columbia V6C 0A3. In 2025, Nano One and its subsidiaries employed approximately 100 employees across Canada. An overview of Nano One’s corporate structure and primary functions of its entities is provided on the following page for reference:

Entity	Function	Reporting Entity
<div style="border: 1px solid black; padding: 5px; margin-bottom: 5px;"> Nano One Materials Corp. (British Columbia) </div> <div style="text-align: right; margin-right: 20px;">100%</div>	Serves as the Nano One corporate headquarters and innovation hub. Focuses on R&D for proprietary technologies like the One-Pot™ process and M2CAM®, supporting lab and pilot-scale development of advanced cathode materials.	
<div style="border: 1px solid black; padding: 5px; margin-bottom: 5px;"> Nano One Materials Québec Inc. (Québec) Common Shares </div> <div style="text-align: right; margin-right: 20px;">100%</div>	Functions as a strategic subsidiary within the Company's organizational structure and has no operations.	
<div style="border: 1px solid black; padding: 5px;"> Nano One Materials Candiac Inc. (Formerly Johnson Matthey Battery Materials Inc.) (Québec) Common Shares </div>	Serves as Nano One's commercialization and production hub. Its facility in Candiac, Québec (the " Candiac Facility ") is focused on the scale up and commercialization of lithium iron phosphate cathode active materials and represents the Company's primary supply chain and operational footprint. Most the Company's production activities occur at the Candiac Facility, and importing activities, including the importation of raw materials and other goods used in production, are primarily connected to that facility.	

Nano One Materials Corp. is the reporting entity under the Act since it is a Canadian corporation listed on the TSX and controls Nano One Candiac Inc., which is engaged in both production and importation activities in Canada. Accordingly, much of the supply chain related information in this Report relates to production and importing activities at, or connected with, Nano One Candiac Inc.

Further information regarding Nano One's corporate and organizational structure, including Executives, Leadership Team, and Board of Directors can be found in the "about us" section on the Company website: <https://nanoone.ca/our-company/our-team/>.

B. Activities

In 2025, Nano One remained focused on securing additional funding to further advance its technology through continued research and development ("**R&D**"), while transitioning toward commercialization and end-use distribution (anticipated in 2027). Key activities in support of this objective for the 2025 Financial Year included:

- continued operation and development of the Company’s Burnaby, British Columbia innovation hub and the Candiac Facility;
- completion of a Front End Engineering and Design study in Q3 2025 for capacity expansion at the Candiac Facility, resulting in pre-feasibility level costing and nameplate capacity estimation;
- installation and commissioning of a custom designed proprietary agitator in a commercial sized 20,000 litre One-Pot reactor at the Candiac Facility, supporting production scale-up and commercialization;
- continued collaboration with strategic partners, including Sumitomo Metal Mining, Rio Tinto, and Worley, in support of Nano One’s Design-One-Build-Many growth strategy and regional supply chain development;
- pre-qualification work with Rio Tinto regarding high-volume battery-grade raw material inputs, including lithium carbonate and pre-commercial lithium carbonate samples from Rio Tinto sites in Argentina; and
- continued work with external advisors to strengthen management systems, governance documents, procedures, procurement controls, contractual documentation, and internal controls relevant to supply chain risk management.

Further information regarding Nano One’s activities is provided in multiple publications on the Company website, including our 2025 Annual Information Form: <https://nanoone.ca/wp-content/uploads/2025/04/AIF-Final.pdf>.

C. Supply Chain

Nano One’s supply chain is strategically aligned to support the production of high-performance lithium-ion battery cathode materials, with a focus on minimizing environmental impact and strengthening overall resilience through its proprietary technologies. During the reporting year, the Company’s most significant supply chain activities related to its Candiac Facility, research and development activities, equipment, engineering and technical services, construction and facility related services, specialty software and licences, and the raw material.

A general breakdown of Nano One’s supply chain and related information is as follows:

- **Material, Sourcing and Inputs:** Nano One uses specialty software, licences, scientific instrumentation, laboratory equipment, engineering services, construction and facility services, and raw materials used in the testing, qualification, development, and production of lithium-ion battery cathode materials. Key inputs include lithium, iron, and phosphate used in the development and production of LFP cathode active materials.
- **Production Process:** Nano One’s patented One Pot process is designed to simplify cathode active material production by combining lithium and other raw materials in a single reactor. As stated by the Company publicly on several occasions, its One Pot process is intended to reduce production complexity and address market issues relating to cost, supply chain bottlenecks, permitting, localization, and scale, while supporting secure sources of raw material inputs and LFP adoption in North America and other jurisdictions.

- **End-Use and Commercialization:** Nano One is pursuing commercialization through LFP production at the Candiatic Facility, sample qualification, technology licensing, and strategic partnerships. Nano One aims to shift focus on the end-use of their products in electric vehicles and renewable energy storage systems, aiming to align with global efforts to transition to zero-emission energy solutions.

Through collaboration with government stakeholders and industry partners across the value chain, Nano One aims to drive demand for product offerings through the continued growth of partnerships with industry leaders supporting battery innovation, while also working with leading materials manufacturers such as Rio Tinto and Sumitomo Metal Mining to adopt Nano One's technology for the commercial-scale production of cathode materials.

III. Modern Slavery Prevention Measures (2025)

As recognized in the Company's Modern Slavery Reports for previous Financial Years, Nano One proudly notes that its technology is poised to assist in reducing Modern Slavery risks on an industry-wide level. By significantly disrupting traditional dependencies on vendors in high-risk regions for raw material sourcing and production, Nano One's innovations can support a shift toward more localized, ethical and transparent supply chains.

Specific Measures

In conjunction with the Company's broader sustainability initiatives, in 2025, Nano One undertook the following measures to support the prevention of Modern Slavery:

- procured third party Modern Slavery training through an on-demand e-course available in English and French;
- provided Modern Slavery training to leadership in the Supply Chain Department;
- procured French language Modern Slavery training for use by French speaking employees at the Candiatic Facility;
- collaborated with third party consultants, including external legal counsel, to support risk assessment, governance review, procedure review, and contract review;
- continued implementation work arising from updates to governance documents, internal controls, procurement documents, and contractual documentation;
- advanced draft policies and supplier expectations relevant to human rights, working conditions, EHS, responsible sourcing, and supplier conduct (discussed further in Section IV below);
- continued vendor screening through procurement processes, including targeted onboarding questions related to Modern Slavery prevention;
- continued to use third party screening tools where appropriate to support supplier and counterparty due diligence;
- monitored reporting and grievance mechanisms for concerns related to labour practices, human rights, procurement, and supply chain integrity; and

- continued to grow business relationships with partners and suppliers who maintain strong Modern Slavery protections and responsible sourcing practices (discussed further in this Report).

IV. Policies and Due Diligence Processes

Nano One maintains policies, procedures, governance documents, and contractual controls that support ethical business conduct, responsible procurement, legal compliance, and supply chain risk management. The following policies and processes are relevant to Nano One’s due diligence approach in relation to Modern Slavery. Further draft updates and new draft standalone policies were updated in 2025, as indicated below.

- **Procurement Procedures:** The Company’s procurement procedures support value, risk management, regulatory compliance, reputation protection, and appropriate procurement approvals. It guides employees through procurement, including early engagement with the Procurement team, supplier onboarding, contract negotiation, and use of approved processes.
- **Ethical Supply Screening and Supplier Contractual Obligations:** As part of vendor onboarding, Nano One uses an Ethical Supply Form requiring vendors to address their practices, policies, and procedures for mitigating Modern Slavery risks in their supply chains. Nano One’s standard contractual terms include legal compliance obligations and reference the International Labour Organization’s Fundamental Principles and Rights at Work.
- **Third Party Engagement:** Nano One conducts additional due diligence through a third-party due diligence software provider where appropriate. In 2025, external counsel also assisted with vendor risk screening and the Company’s ongoing review of due diligence practices relevant to Modern Slavery risk.
- **Delegation of Authority Policy:** The Delegation of Authority Policy governs third party transactions and supports appropriate review, approval, and legal involvement for transactions involving legal, contractual, procurement, or Modern Slavery related risks. In 2025, this policy continued to operate alongside the Procurement Procedure and related approval controls.
- **Whistleblower Policy:** The Whistleblower Policy provides a mechanism for reporting inappropriate activity by a Nano One employee or director, including potential violations of law, non-compliance with Company policies, and other ethical concerns.
- **Code of Ethics:** Nano One’s Code of Ethics provides an ethical framework for the Company and its interested parties. It reinforces expectations relating to legal compliance, ethical conduct, human rights, responsible sourcing, and reporting of concerns. Training and education on the Code of Ethics were provided following adoption, and the Company

continued its commitment to Code of Ethics awareness in 2025. This policy is reviewed annually, and was reviewed in 2025.

- **Board and Committee Oversight:** Nano One’s governance framework supports oversight of legal, regulatory, ethical, sustainability, and supply chain related risks. Relevant governance documents include the Board Mandate, Audit Committee Mandate, People, Compensation and Governance Committee Mandate, and Health, Safety, Environment and Sustainability Committee Mandate.

Draft Policies and other Governance Advanced in 2025

In 2025, with assistance from external counsel, Nano One prepared or advanced several draft documents intended to strengthen its responsible business, sustainability, procurement, human rights, and Modern Slavery risk management framework.

- **Whistleblower Policy Updates:** Draft updates relating to reporting mechanisms were completed for management review. These updates are intended to support external reporting of concerns and clearer routing of human rights and Modern Slavery related matters to an appropriate designated representative.
- **Organizational Human Rights and Working Conditions Policy:** The draft Organizational Human Rights and Working Conditions Policy is intended to support Nano One’s broader corporate sustainability initiatives, including expectations relating to human rights, working conditions, responsible business conduct, and Modern Slavery prevention.
- **Environmental, Health and Safety Policy:** Nano One prepared a standalone draft Environmental, Health and Safety Policy for management review, with final approval anticipated in 2026. While not specific to Modern Slavery, the draft policy supports Nano One’s broader responsible business framework by reinforcing expectations for safe working conditions, legal compliance, supplier conduct, reporting, and continuous improvement.
- **Business Partner/Supplier Code of Conduct:** Sets expectations for contractual business partners regarding legal compliance, human rights and labour practices, health and safety, environmental responsibility, responsible sourcing, ethics, reporting, audit rights, and enforcement. In relation to Modern Slavery, it expressly addresses forced labour, bonded labour, human trafficking, child labour, supply chain due diligence, supplier and subcontractor standards, reporting of violations, and cooperation with reasonable audits or assessments.

New and updated draft documents remain under review by relevant Nano One departments, with further refinements anticipated as the Company advances them toward final approval and implementation.

V. Risk Management & Assessment

Nano One’s risk management approach is informed by its governance framework, procurement procedures, vendor screening, contractual controls, reporting mechanisms, external advisor support, and ongoing monitoring of supply chain developments.

Risk Identification

Nano One recognizes that Modern Slavery risk may arise in different parts of the battery materials value chain, including raw material extraction, processing, intermediary products, specialized equipment, technical services, and indirect upstream suppliers. Identifying potential risk areas does not mean that Modern Slavery is present but reflects the Company’s efforts to assess and manage areas where risk may arise.

Nano One did not identify any known instances of forced labour or child labour in its operations or direct supply chain during the reporting year. However, residual risk remains in the broader battery materials sector, particularly where certain raw materials, precursor inputs, equipment, or specialized services may be difficult to source and, as a practical matter, may at times only be available from or processed in higher risk regions.

Vendor and Transaction Review

As part of its 2025 risk assessment work, Nano One conducted a high-level transactional review of vendor payments and engaged external counsel to assist with a high level vendor specific risk assessment. Based on the transactional review, approximately 95% of outgoing transactions were connected to Canada and the United States, with a small portion connected to Asia and certain European jurisdictions with established labour, human rights, and Modern Slavery frameworks.

Nano One recognizes that transaction geography is only one risk indicator and does not, by itself, determine whether Modern Slavery risk is present or absent. Accordingly, Nano One also considers vendor function, goods or services provided, sector and commodity risk, publicly available supplier information, sanctions or adverse media indicators, and potential upstream exposure.

Risk Management Measures

Nano One manages Modern Slavery risk through a combination of measures, including:

- procurement procedures and approval controls;
- ethical supply screening and vendor onboarding questions;
- third party due diligence tools where appropriate;
- vendor specific risk assessment support from external counsel;
- standard contractual terms addressing legal compliance and labour standards;
- draft supplier and business partner expectations advanced in 2025;
- whistleblower and reporting mechanisms;
- Code of Ethics awareness and training;

- Modern Slavery training for supply chain leadership;
- Board and committee oversight; and
- relationship management with reputable vendors and strategic partners that have public commitments relating to human rights, responsible sourcing, supply chain integrity, and Modern Slavery prevention.

VI. Remediation Measures

Nano One did not identify any known instances or allegations of Modern Slavery within its operations or direct supply chain during the financial year ended December 31, 2025. Accordingly, the Company was not required to take measures to remediate forced labour or child labour during the reporting year.

Nano One also did not identify any loss of income to vulnerable families resulting from measures taken to eliminate forced labour or child labour in its activities or supply chains during the reporting year. Accordingly, no related income loss remediation measures were required.

VII. Training

In 2025, Nano One engaged a third party expert to provide Modern Slavery training through the course “**Combating Forced and Child Labour in Supply Chains & Canada’s Regulation of Modern Slavery.**” The course is available through LAWst Learning Academy, which provides custom designed e courses on key legislation.

At a high level, the training addresses:

- the prevalence of Modern Slavery in global supply chains;
- the relationship between Modern Slavery risk and supply chain complexity;
- higher risk practices, industries, goods, and regions;
- global Modern Slavery regulation;
- Canada’s *Fighting Against Forced Labour and Child Labour in Supply Chains Act*; and
- business strategies to prevent and reduce Modern Slavery risks and support compliance.

The course consists of two modules and related quizzes. Participants are required to achieve a minimum score of 80 percent to receive a Certificate of Completion. Tracking completion supports Nano One’s ability to monitor participation and assess awareness of Modern Slavery risks and reporting obligations.

The training was completed by leadership in Nano One’s Supply Chain Department in 2025 and remains available to Nano One in 2026. Management will determine which additional departments and employees will be required to complete the course as part of future implementation.

VIII. Assessing Effectiveness

Nano One assesses the effectiveness of its Modern Slavery prevention measures through governance oversight, policy and procedure review, procurement controls, training completion tracking, vendor screening, third party due diligence tools, external advisor support, and monitoring of complaints or concerns raised through reporting channels.

IX. Approval and Attestation

In accordance with the requirements of the *Fighting Against Forced Labour and Child Labour in Supply Chains Act*, and in particular section 11 thereof, I, in the capacity of Chief Executive Officer, attest that I have reviewed the information contained in the report for the entity or entities listed above for the reporting year 2025. 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.

This Report was approved by Nano One's governing body pursuant to paragraph 11(4)(a) of the Act, and I have the authority to bind the Company.

/s/ "Dan Blondal"

Full name: Dan Blondal
Title: Chief Executive Officer
Date: May 30, 2026