



Bill S-211 Annual Report

Fighting Against
Child and Forced Labour
in Supply Chains

Reporting entity's legal name: Bento Inc.

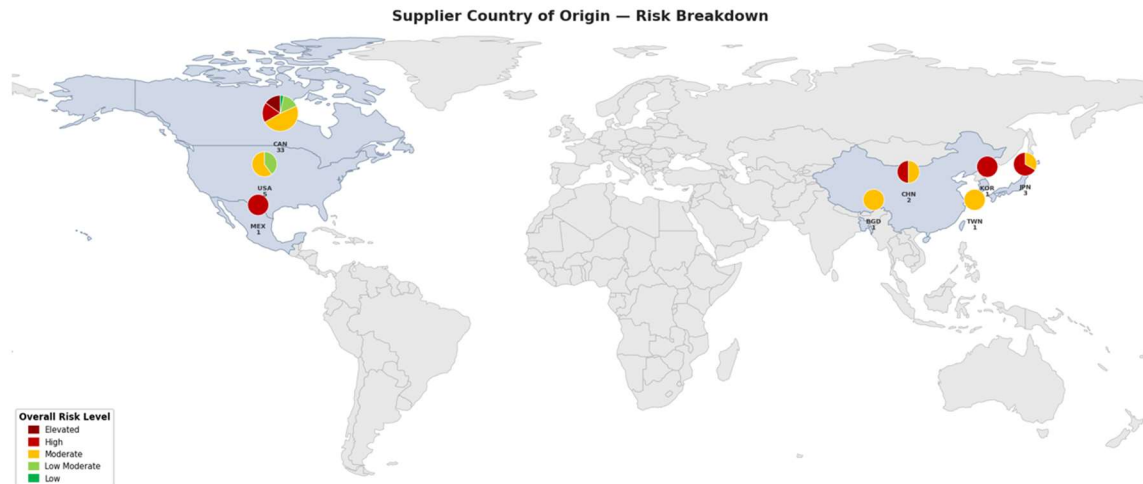
Financial reporting year:

January 2025 – December 2025

The steps Bento has taken during its previous financial year to prevent and reduce the risk that forced labour or child labour is used at any step of the production of goods in Canada or elsewhere by the entity or of goods imported into Canada by the entity.

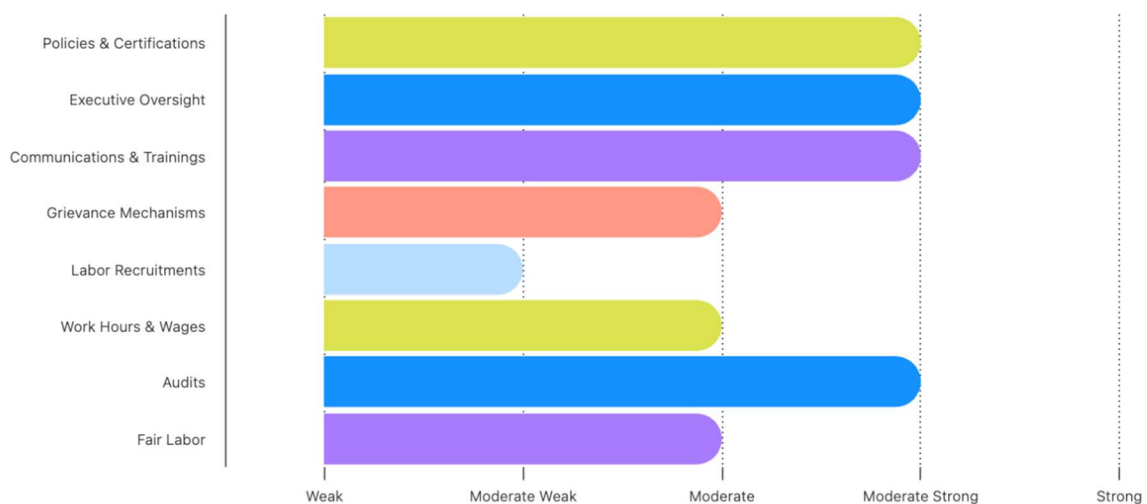
During the previous financial years, our entity implemented several measures to prevent and reduce the risk of forced labour and child labour within our supply chains in Canada and abroad. These measures include:

- Mapping Activities: We systematically mapped our activities to identify areas susceptible to forced labour and child labour risks. Below is a map that highlights risk levels by region.



- Mapping Supply Chains: Our efforts extend to mapping our entire supply chain, providing a clear understanding of potential risk points.
- Conducting Internal Assessments: We conducted thorough internal assessments to evaluate the risks of forced labour and child labour within our organization’s activities and supply chains.

Your Organization's Human Rights Assessment



Note: The above human rights assessment reflects our 2024 baseline and remains a relevant benchmark for measuring our ongoing performance.

- Due Diligence Policies and Processes: We developed and implemented due diligence policies and processes designed to identify, address, and prohibit the use of forced labour and child labour in our activities and supply chains. In 2025, Bento continued requesting suppliers to provide their policies or statements on forced and child labour, ensuring they clearly demonstrate their stance on these critical issues before we proceed with onboarding. We expanded this practice from 2024, increasing the number of suppliers from whom we requested policies and statements on forced and child labour.
- Supplier Training: In 2025, we continued to develop our supplier outreach program to include them in our Anti-Modern Slavery training program, requesting suppliers that have already gone through the first phase of our due diligence program to take training on Modern Slavery in supply chains.
- Prioritization Exercise: A prioritization exercise was carried out to focus our due diligence efforts on the most severe risks of forced and child labour. Our third-party tools rate every supplier in order to provide us with an understanding of exactly which suppliers represent the highest amount of risk in our supply chain. We can then use this information to decide who to actively engage in elevated risk mitigation efforts. Using this prioritization method, we identified 4 new high-risk suppliers for additional screening/engagement and expanded the engagement with training described above.
- Monitoring Suppliers: We established monitoring mechanisms for our suppliers to ensure compliance with our standards against forced labour and child labour. This includes monitoring adverse media to keep track of new risks in our space, updated risk rankings based on new guidance from NGOs and government agencies as well as supply chain mapping that updates when new trade data becomes available.
- Tracking Performance: We developed and implemented procedures to continuously track and evaluate our performance in addressing forced labour and child labour. For instance, we have added 4 additional suppliers monitored from last year's report. We have expanded our risk assessment to include more products we purchase, and we have implemented a new human rights supply chain training program that includes attendance and progress tracking.

Through these steps, our entity remains committed to upholding ethical labour practices and ensuring the integrity of our supply chains.

Our Structure, Activity, and Supply Chain

Bento Inc. specializes in offering packaged sushi, prepared foods, and ready-to-heat or made-to-order hot Asian cuisine. Our company operates over 935 locations through various business channels, including commissaries, restaurants, and quick service restaurants (QSRs). We provide a diverse range of product lines and brands across these channels, each with distinct product portfolios while utilizing the same supply chain.

Bento employs a distribution model that relies primarily on two distributors to supply most of our products. To enhance our supply chain management, Bento has conducted an extensive analysis of 49 distribution suppliers.

Our policies and due diligence processes in relation to forced labour and child labour.

Supplier Engagement - Before we engage with a supplier, we require them to acknowledge and sign our Responsible Sourcing Guide, which includes provisions on child and forced labour. Additionally, suppliers must provide us with their current written policies on child and forced labour to ensure they meet our standards and are reputable partners. We also have a supplier approval program in place, which involves screening suppliers based on our specific requirements before they are approved.

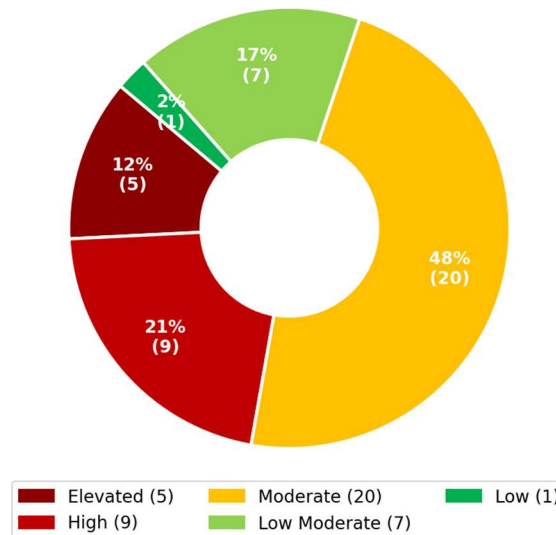
In 2026, we plan to significantly expand and automate our document and certification collection process through third-party partners, enabling more comprehensive and efficient compliance verification across our supply chain.

The parts of our business and supply chains that carry a risk of forced labour or child labour being used and the steps it has taken to assess and manage that risk.

We have taken important steps to identify the risks of forced labour and child labour within our business and supply chains, while we acknowledge that there are still gaps in our assessments, we have made progress in the following areas:

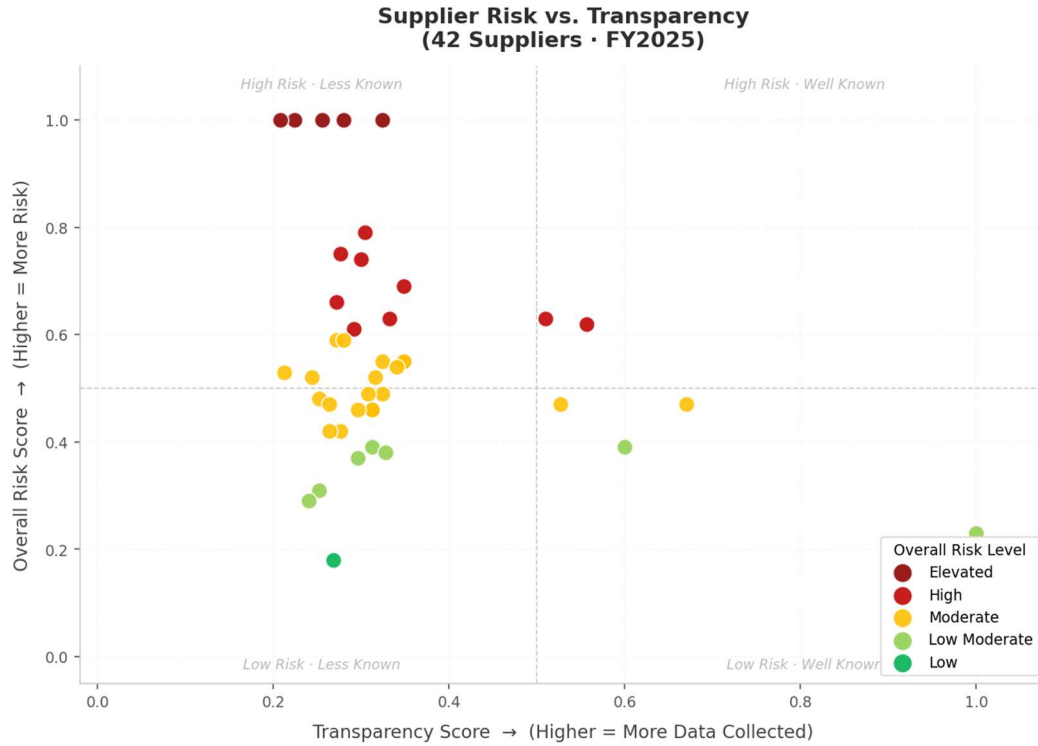
Identifying Risks: We have initiated a process to identify risks within our supply chain. This process is ongoing, and we recognize that there are still areas that require further assessment and attention.

**Overall Supplier Risk Distribution
(42 Suppliers, FY2025)**

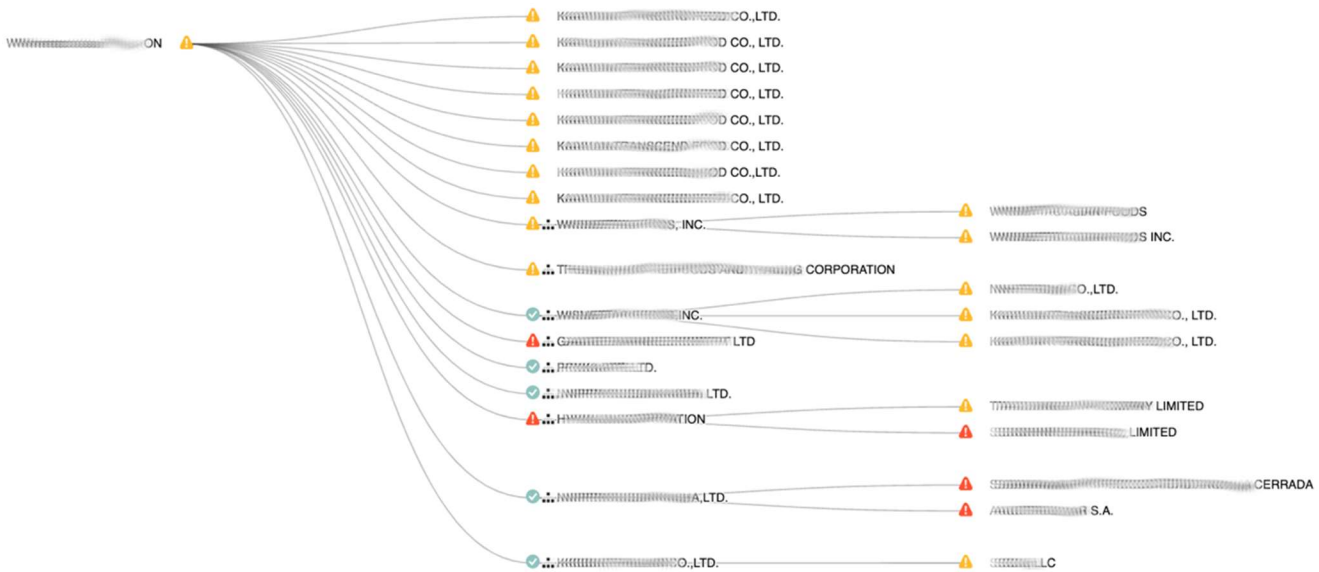


Our high-risk supplier percentage rose significantly in FY2024 as we expanded our supplier coverage and data capture. In FY2025, that figure has since decreased — an outcome we attribute to the effectiveness of our supplier engagement program. As suppliers collect and share more documentation and certifications, their risk scores reflect the progress being made. We view this as a positive signal that our engagement approach is driving meaningful change.

Gaining a Holistic Viewpoint - In addition to tracking our risk exposure, we are also tracking the amount of data we have acquired about our suppliers. This transparency metric allows us to not just determine the risk of our suppliers but also determine how confident we can be in that risk assessment.



Mapping our Supply Chain – We understand the importance of looking beyond our direct relationships. As such, we have begun mapping our supply chain using third party data sources to track trading relationships globally:



By default, it shows only the upstream relations and warnings. To see details, click on the link above.

3 +2 ENTERPRISE

19 upstream relations with warnings.

Warnings

- Forced Labor Risk (Subtier Trade History with Entity from Sheffield Hallam University Forced Labor Reports)
- Forced Labor Risk (Subtier Trading History with Xinjiang Entities)
- Forced Labor Risk (Subtier Trading History with Xinjiang Import Controls Designated Entity)

Directors/officers

6 +9 ON

5 +14 D.

5 +7 K MUTE

Warnings

- Forced Labor Risk (Direct Trading History with Xinjiang Entities)
- Forced Labor Risk (Direct Trading History with Xinjiang Import Controls Designated Entity)
- Forced Labor Risk (Subtier Trade History with Entity from Sheffield Hallam University Forced Labor Reports)
- Forced Labor Risk (Subtier Trading History with Xinjiang Entities)

Directors/officers

Shipments details

Latest Shipments to BC

Aggregated Shipments to - BC

3 M

1 GU CO.

1 +1 CO.

1 KSF LTD

3 LTD.

3 LTD

3 +6 MINH PHU HAI GIANG SEAMOUNT STOC...

3 +14 LTD.

3 +10 LTD

3 +2 HD

2 COMPANY

2 +1 RATION

2 +11

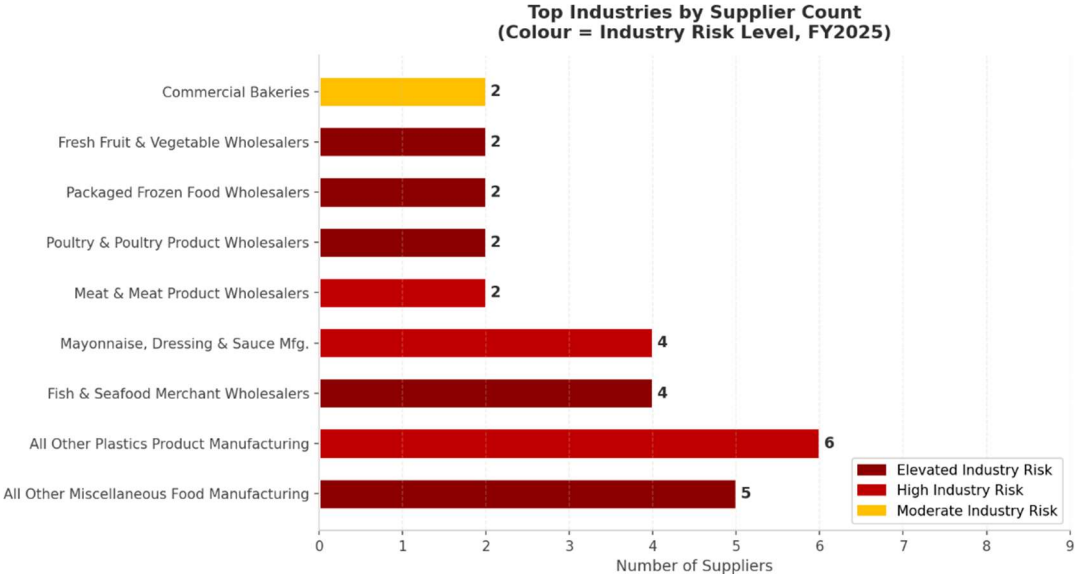
2 LTD.

1 ON

1 +2

Anonymized for privacy purposes, this is an example of an actual mapping path of our supply chain to the 4th Tier. Each relationship represents a shipping manifest, customs file, or other identifying document linking these entities to each other and allowing us to see the depth and breadth of our supply chain risk exposure.

Forced Labour Risks: We have identified the use of forced labour as a significant risk within our supply chain, particularly in the fishing industry. This sector has been flagged as high-risk due to their complex supply chains and prevalence of exploitative labour practices.



By utilizing third party data sources, we can map and highlight entities in our supply chain with problematic relationships related to forced labour.

Any measures taken to remediate any forced labour or child labour.

Bento relies on the fishing industry to source a component of our core products. As such we have implemented the following policies:

- Risk rank a selection of our Tier 1 and Tier 2 suppliers based on industry and country of origin.
- Regularly monitor media outlets for mentions of our suppliers and their industries in media reports about forced and child labour.
- Track supplier sourcing using customs documents, shipping records and ownership agreements to track possible human rights abuse exposure.
- We then use this data to determine a supplier priority list for outreach and mitigation efforts. In 2024, we contacted 5 suppliers identified as having high to moderate risk and requested them to complete an online human rights survey/questionnaire as part of our engagement with suppliers.

- In 2025, we expanded our supplier outreach program, reaching out to additional suppliers. Suppliers who had previously completed the questionnaire were routed to our modern slavery training program.

Any measures taken to remediate the loss of income to the most vulnerable families that results from any measure taken to eliminate the use of forced labour or child labour in its activities and supply chains.

Collaboration First – By starting with supplier engagement our goal is to minimize the loss of income of vulnerable families by working with our suppliers to remove any force labour risk through policies, procedures, and further collaboration with their own upstream suppliers. Rather than jumping immediately to termination or ignoring the problem, our hope is that collaboration will drive meaningful change within organizations that will propagate through the industry.

Partnership Termination – If labour issues are too severe or we deem the risk too high to continue business with a particular partner, we apply the same due diligence described in the report to awarding new supplier contracts. While terminating a partnership is our last resort, our hope is that we can utilize new supplier relationships with labour-conscious suppliers to drive the industry towards equity.

The training provided to employees on forced labour and child labour.

We are engaged with our third-party supply chain risk management company that provides digital human rights and forced labour training at www.frdmtraining.co. This training is available to our employees; in 2024 we mandated its completion for our Quality Assurance and Procurement team members. In 2025, we continued the digital training program, expanding the mandatory completion requirement beyond the Quality Assurance and Procurement teams to a broader group of employees. We plan to conduct live training sessions in 2026.

Separately, suppliers who had previously completed our online human rights questionnaire were directed to our modern slavery training resources as a natural next step in our engagement process. This reflects our continued engagement with existing participants rather than a broader expansion of the training program to suppliers.

How the entity assesses its effectiveness in ensuring that forced labour and child labour are not being used in its business and supply chains.

We are currently engaged with a third-party supply chain risk management solution that helps organize and track KPIs for our human rights mitigation efforts. Examples of the KPIs tracked:

These KPIs are currently being tracked, though many relate specifically to direct supplier engagement and monitoring activities. Phase one of our plan focused on collecting this data and developing our engagement strategy. As our processes mature, we look forward to proactively engaging with suppliers and reporting more comprehensively on these KPIs.

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 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 purposes of the Act, for the reporting year listed above.

- **Full name: Dave Jones**

- **Title: President & CEO**

- **Date: March 26, 2026**

- **Signature:** *David Jones*, I have the authority to bind 'Bento Inc.'