

## **Pharmaron Beijing Co.,Ltd.**

### **UK Modern Slavery Act Statement for the Year 2025**

Pharmaron Beijing Co.,Ltd. (Pharmaron, the Company or we) is committed to operating its global business ethically and with integrity in accordance with all applicable laws, directives, regulations and codes to prevent the abuse of human rights and to prevent human trafficking and modern slavery.

#### **1. Organisation Structure and Supply Chains**

Pharmaron (stock code: 300759.SZ/3759.HK) is a leading fully-integrated pharmaceutical R&D services platform with global operations to accelerate drug innovation for our customers, providing fully-integrated drug research, development and manufacturing services throughout the research and development cycle. The company has 28 R&D centers and manufacturing facilities across China, the UK, the US. and Singapore, and keeps strengthening the integration of its service offerings both vertically and horizontally, continuously investing in building new service capabilities and improving management efficiency to meet the needs of the market and customers. Vertically, the Company is strengthening the seamless integration of the same discipline across different pharmaceutical R&D stages. Horizontally, the Company is facilitating the integration of different disciplines at the same pharmaceutical R&D stages, improving the science and technology of each discipline, expanding the service offerings, and promoting the interdisciplinary collaborations. We have established a fully-integrated service platform for small molecule drugs, biologics and CGT products, and are committed to becoming a global leader in pharmaceutical R&D services across multiple therapeutic modalities. In addition, the Company will further develop the global footprints of its service platform to provide customers with interdisciplinary and global service solutions, making full use of the Company's global scientific research talent network, and meet customers' regional strategic needs.

#### **2. Policies in Relation to Slavery and Human Trafficking**

Pharmaron is committed to supporting the protection of human rights globally and opposes any form of human trafficking or forced labor in any aspect of our business, whether within the Company or within our supply chain. Our commitment encompasses working to ensure that all aspects of our business, including our research, development and manufacturing services are free from forced labor, prison labor, indentured labor, bonded labor, child labor, debt servitude or trafficking where coercion, threats or deception are used to intimidate, penalize or deceive workers, thereby creating situations of involuntary work and exploitation.

To help ensure compliance with applicable laws governing human rights, the Company has adopted the following policies and taken the following steps to ensure that slavery and human trafficking is not taking place in our operations and supply chains:

**Code of Conduct:** Our global Code of Conduct sets forth the Company's expectations regarding compliance with laws, ethical conduct and responsible business practices, including standards relating to human rights, fair treatment and diversity, protections against harassment and bullying, and maintaining a safe and secure work environment.

Our Code of conduct was last updated as of March 26, 2025, to include provisions and statement relating to human rights, fair working conditions, equal pay for equal work, a livable wage, right to privacy, freedom of association and collective bargaining and freely chosen employment. Additionally, we also commit to eliminating discrimination, harassment, workplace violence, trafficking, slavery, torture, and child labor.

**Code of Conduct for Business Partner:** Code of Conduct for Business Partner communicates the Company's expectations that our will comply with all applicable laws, rules and regulations, as well as our Pharmaron standards, with respect to ethics and compliance, fair treatment and human rights, health and safety, and the environment.

**Whistleblower and Reporting:** Our global Whistleblower Policy reinforces the available reporting channels for reasonable suspicious and mis-disclosing relating to legal, compliance or other issues to the Company. In the policy, we also regulate the anti-retaliation and confidentiality principals to ensure that all employees feel comfortable speaking up without fear of retaliation when they see or suspect potentially illegal or unethical conduct. In addition, the reporting channel and the anti-retaliation and confidentiality principals are also indicated to the Code of Conduct and Code of Conduct for Business Partner and communicated to our employees and suppliers.



### 3. Due Diligence Process

Pharmaron prohibits any form of human trafficking or forced labor, both within our organization and by the suppliers and third parties globally that provide goods and services to the Company.

To help prevent human rights violations in the Company's business, the Company conducts pre-employment background screenings on prospective job candidates and requires all new hires to read and certify key compliance policies and procedures, including our global Code of Conduct. All employees also are required to complete training on the Code of Conduct upon joining Pharmaron.

Likewise, the Company is dedicated to being a responsible corporate citizen in every relationship across our global supply chain. Our Supplier Management Program provides Pharmaron with visibility into key supplier relationships and allows us to assess potential supply chain risks from both a business continuity and ethical conduct perspective. The Company also equipped with tools and support from external consultants that improve the completeness and accuracy of our supplier data while also allowing us to gather information identifying potential associated risks. We have established process to assess the related risk as following:

- Continuously monitoring key risk indicators
- Collecting specific data and certifications to better understand Environmental, Social and Governance (ESG) characteristics and performance
- Leveraging ESG evaluation results to guide purchasing decisions

In addition, we request suppliers to share the same value with us and comply with the Pharmaron Code of Conduct of Business Partner or implement a code of conduct which aligns with our Code of Conduct for Business Partners.

Furthermore, we reference to the requirement of Pharmaceutical Supply Chain Initiative (PSCI), an association of pharmaceutical and healthcare companies dedicated to promoting responsible supply chain practices in the areas of human rights, ethics, labor, health and safety, and environment. As the key player of pharmaceutical and healthcare companies' supply chain, we adhere to our commitment made to our clients and customers, share the value and Principles that they expected, and we expect our supply chain partners to adhere to the same high standards.

It is Pharmaron's expectation that its suppliers and third-party partners comply with the Company's Code of Conduct for Business Partner. The Company reserves the right to

terminate relationships with suppliers and other third parties who conduct business contrary to those standards.

#### **4. Risk Assessment and Management**

Pharmaron provides services and products to pharmaceutical and biotechnology companies, government agencies, and academic institutions. Pharmaron employs more than 25,000 employees directly across the globe and we have contractors who provide critical support to our workforce. By end 2025, we have more than 7,000 suppliers including fixed assets and construction, energy, and raw material suppliers who provide goods and services to the Company.

Based on the Company's assessment of our labor practices and supply chain operations globally, we believe that the risk of modern slavery in our workforce is low based on the assessment conducted by a third-party consultant previously. Consequently, a risk-based approach is implemented, and we are continuously improving the management measures in our company and supply chain for the area identified as risk. We noticed that the Company's employees and suppliers are not directly involved with the areas of greatest potential risk under the Act (including use of seasonal and migrant workers). Our employees and contractors are typically professionals, including many with medical or scientific backgrounds.

Despite our assessment of low risk for modern slavery under the Act, the Company continues to manage processes to mitigate the risks of modern slavery in our business and our supply chain as it expands and evolves. In 2025, referencing PSCI principals we continuously evaluate the related risks in our supply chain focusing on Ethics, Management system, Human Rights and Labor, Environment, Health and Safety and in a combination of supplier site visit.

#### **5. Key Performance Indicators**

Pharmaron has monitoring in place to help ensure compliance with the Act, including but not limited to:

- Regular training of employees;
- conducting a regular anonymous employee satisfactory survey;
- publishing annually the Company's gender pay gap analysis;

- monitoring supplier performance via our Supplier Management Program;
- raising awareness regarding Pharmaron’s Supplier Diversity Policy and workstreams;
- demonstrating our commitment to small and diverse supplier communities;
- implementing remediation actions to the suppliers where the risk identified;
- requiring our suppliers to comply with all applicable laws, rules, and regulations, as well as the principles outlined in the Code of Conduct for Business Partner.

Pharmaron also promotes and publicizes several channels for raising concerns including issues related to human rights. The designated hotline and email publicly.

In addition to the actions above, Pharmaron implemented a Diversity, Equity & Inclusion (DE&I) program, including maintaining global DE&I policies and strategy and leveraging better practices as a member of the senior managements’ Action for Diversity & Inclusion.

## **6. Training**

The Company conducts regular and required compliance training of all directors, officers and employees, including training on legal risks when working with suppliers and other third parties. In addition, all directors, officers and employees are required to complete training on our Code of Conduct and upon onboarding and regularly thereafter.

## **7. Approval**

The statement is approved by Pharmaron’s board of directors by 26<sup>th</sup> March 2026.

## 8. APPENDIX

### Pharmaron UK-Registered Legal Entities

This statement is made pursuant to Section 54(1) of the Modern Slavery Act 2015 and constitutes Pharmaron's slavery and human trafficking statement for the financial year ending 31 December 2025. In particular, it covers the following Pharmaron legal entities located in the UK with an annual turnover of more than £36 million.

- Pharmaron UK Limited
- Pharmaron Biologics (UK) Limited
- Pharmaron Biologics (UK) Holdings Limited
- Pharmaron Manufacturing Services (UK) Limited
- Pharmaron (UK) Investments Limited