

Egis UK modern slavery statement

For the financial year 2024 / 2025





1. INTRODUCTION AND SCOPE

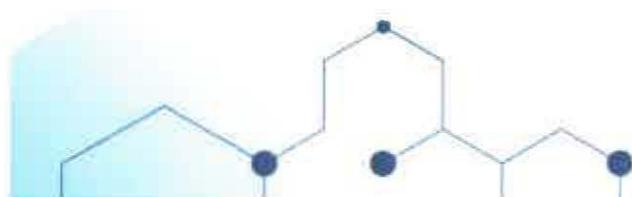
- 1.1. This statement is made by Egis Pharmaceuticals Plc. (“Egis”) relating to Section 54 of the Modern Slavery Act 2015 (“Act”).
- 1.2. Modern slavery takes many forms and references to modern slavery in this statement mean slavery, servitude, forced and/or compulsory labour and human trafficking. We fully support the aims of the Act.
- 1.3. Egis is committed to preventing modern slavery and human trafficking in all business dealings and supply chains both within the UK and globally. This statement is made pursuant to the Act and applies to Egis and all of its subsidiaries and representative offices (the “Egis Group”), covering the financial year ending on 30 September 2025.

2. OUR BUSINESS AND STRUCTURE

- 2.1. The Egis Group is one of the leading generic pharmaceutical companies in Central Eastern Europe, and its activities incorporate all areas of the pharmaceutical value chain. The Egis Group is a member of the Servier Group, an international pharmaceutical company governed by a non-profit foundation with its headquarters in France.
- 2.2. Egis Group’s active ingredients and finished products – from tablets and injections to galenic (i.e. liquid and semi-solid) formulations – are available in 103 countries, including the UK. Besides Hungary, the network of Egis’ subsidiaries and representative offices covers 17 countries, in other countries the Egis Group products are available through our partners.
- 2.3. Egis Pharmaceuticals UK Ltd. was established in 1999, it is a fully owned subsidiary of Egis.

3. ETHICAL VALUES AND HUMAN RIGHTS

- 3.1. As described in our Human Rights Policy, the Egis Group is committed to respecting human rights and we take into account the UN Universal Declaration of Human Rights in all our activities. Further, the International Labour Organization’s Declaration on Fundamental Principles and Rights at Work guides our approach.
- 3.2. We at the Egis Group consider it essential to adhere to all laws, regulations, and standards that safeguard human rights. By committing to high ethical and compliance standards,





we not only support our corporate integrity but also strengthen, protect and increase the value of our organisation.

3.3. The Corporate Ethical Charter and Corporate Code of Conduct updated in 2020 apply beyond the headquarters to all subsidiaries, representative offices and employees of the Egis Group.

3.4. In our Corporate Ethical Charter the principles are united that guide our conduct in relation to those with whom we interact (patients and patient associations, healthcare professionals and healthcare organisations, employees, partners, suppliers and competitors, public authorities, society and the environment).

3.5. The Corporate Code of Conduct defines the guidelines common to the Egis Group and applicable to all employees and all persons working for the Egis Group or in its name.

3.6. The Corporate Ethical Charter and the Code of Conduct have been communicated to all Egis Group employees and translated into English. Both documents are available on the Egis Group website.

3.7. The Egis Group is committed to respecting human rights across its operations and conducting its business responsibly and ethically. This commitment is set out in the Egis Human Rights Policy, which confirms our zero-tolerance approach to forced labour, human trafficking and all forms of modern slavery. The policy applies to all employees and entities within the Egis Group and it is publicly available on the Egis Group website both in English and Hungarian languages.

3.8. As part of our efforts to prevent slavery and human trafficking within our organisation and broader supply chain, and to operate with honesty and integrity, we encourage our suppliers to follow similarly sound ethical practices. Our role in this area includes promoting awareness and understanding of human rights and fair employment standards. These principles are reflected in our Code of Conduct and Human Rights Policy and are embedded in our strategies, policies and procedures. By consistently acting in line with our values, we aim to meet our responsibilities toward our people, our communities and the environment.

3.9. We are committed to conducting our operations in accordance with all laws and regulations applicable to our organisation, including those relating to labour standards and the prevention of forced labour, human trafficking, and other forms of exploitation. We require that all individuals engaged in our business work voluntarily, receive treatment consistent with applicable legal requirements, and are protected from any practice that would undermine their fundamental rights. We expect our business partners to comply with all laws relevant to their own operations and to ensure that their activities do not involve any form of unlawful practice.





3.10. As a company headquartered in Hungary, we operate within a jurisdiction that is a longstanding member of the International Labour Organization (ILO) and has ratified several of the ILO's fundamental conventions addressing forced labour and the protection of workers' rights. Hungary has incorporated the ILO Forced Labour Convention (No. 29) and the Abolition of Forced Labour Convention (No. 105) into national law. These internationally recognised instruments form a core part of the global framework to eliminate forced labour, human trafficking, and other forms of exploitation, reaffirming our commitment to conduct our activities in alignment with all laws applicable to us and consistent with broadly supported international labour standards.

4. GROUP CORPORATE SOCIAL RESPONSIBILITY AND SUSTAINABILITY

4.1. For the Egis Group, corporate social responsibility (CSR) means sustainable operations, sustainable development, and supporting programs and initiatives that make our future, physical and natural environment more livable, sustainable, and healthier. We conduct our CSR activities in accordance with the guidelines of the Servier Group. Sustainability is an integral component of the operations of the Servier Group across the value chain, and the strategy in this area is integrated into the Group-wide Servier 2030 strategy that applies also to the Egis Group.

4.2. We have developed our Egis Group specific CSR principles:

- a) We shape our industrial activities, work environment, and processes related to our main activities to make the least possible environmental impact in a sustainable manner.
- b) Our procurements are based on qualified processes. We cooperate responsibly with our suppliers and partners.
- c) We support science education with our own resources and employees.
- d) For the benefit of our employees and their families, we consciously work to create and maintain workplace well-being, physical and mental health, and safe working environment. Diversity, equal opportunities, and individual responsibility are important parts of our corporate culture.
- e) We are committed to fostering a work environment where all employees are treated with dignity and respect, and where their psychological safety is fully safeguarded. We actively work to ensure that no form of modern slavery, coercion, intimidation, or undue pressure can occur within our operations or supply chains, and we strive to maintain a culture in which employees can speak up without fear of retaliation.





4.3. The Servier Group publishes its consolidated Sustainability Report every year, which covers also the Egis Group. The most recent edition is available on Servier's Group website.

4.4. The Egis Group is committed to ensuring a safe, healthy and sustainable working environment for all, and to carry out our operations in a way that minimises our impact on the environment.

4.5. As a company with headquarters in the EU, we recognise the increasing importance of environmental, social, and governance considerations, including those relating to responsible business conduct and the prevention of any form of forced labour or exploitation.

4.6. While our ESG approach is in its early stages, we are committed to developing our capabilities in line with the regulatory expectations applicable to us and to the responsibilities we hold as an employer and market participant. A dedicated internal unit has been appointed to oversee our emerging ESG efforts and our aim is to progressively strengthen our practices in a way that supports ethical operations, transparency, and respect for human rights throughout our organisation and wider value chain.

4.7. As part of the development of a more structured and robust ESG approach, we will undertake a thorough review of our existing systems, conduct a detailed gap analysis, and introduce an enhanced risk-assessment framework to better identify and understand ESG-related risks across our operations and supply chain. Our program will include supplier engagement through questionnaires and targeted training to raise awareness and support responsible practices. Based on the risks identified, we will develop appropriate actions, update our internal policies where necessary, and establish clear processes for continuous improvement. In parallel, we will work towards preparing a comprehensive ESG report that will help us monitor progress, drive transparency, and strengthen accountability in line with our long-term commitments.

5. RISK ASSESSMENT AND DUE DILIGENCE

5.1. The Egis Group operates a comprehensive corporate risk management system founded upon three principal pillars: strategic risk management; international risk management in all jurisdictions where subsidiaries or representative offices are established; and operational risk management within Hungary (HQ). Throughout the implementation of these risk management methodologies, the Company has not encountered the specific slavery risk in question, as all employees are engaged strictly in compliance with prevailing legislation and regulatory requirements.





5.2. Risk management at the Egis Group constitutes a continuous process encompassing the identification, analysis, evaluation, and treatment of potential loss exposures, as well as the ongoing monitoring of risk controls, regulatory compliance and financial resources, in order to mitigate any adverse effects of loss.

5.3. The primary objectives of the Enterprise Risk Management (“ERM”) system are as follows:

- To facilitate the achievement of the organization’s strategic objectives;
- To identify potential events and circumstances that could negatively affect the entity, and to provide reasonable assurance regarding the attainment of organizational objectives, including minimizing operational surprises and losses;
- To recognize, leverage, and enhance events or circumstances that may positively impact the company, thereby capitalizing on opportunities.

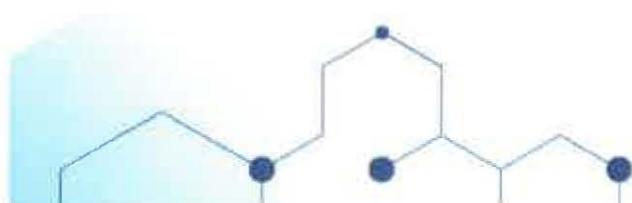
5.4. The purpose of the ERM system is not exclusively to eliminate or minimize risks, but rather to enable the identification and understanding of factors that may impact the Company, thereby supporting mid- and senior management in making informed and well-founded decisions.

5.5. The Egis Group engages qualified and reputable third parties who act with integrity and in compliance with the principles of:

- All applicable anti-corruption and anti-bribery laws, including the French Sapin 2 Law,
- US Foreign Corrupt Practices Act (FCPA), the UK Bribery Act and of other local anticorruption and anti-bribery legislations, as well as with
- Export and Import Controls regulations and International Sanctions regimes.

5.6. The Third Party Compliance Due Diligence process is supported by a Compliance platform for the identification and the management of any potential bribery, and corruption risks related to Egis Group’s third parties.

5.7. Our environmental commitments further reinforce our broader ethical and responsible business practices, including those aimed at preventing modern slavery across our operations and supply chains. We recognise that protecting the planet and protecting people are interconnected and therefore integrate sustainability considerations at every stage of the medicine lifecycle, including procurement and supplier engagement. We are actively working to reduce greenhouse gas emissions, protect biodiversity, and preserve natural resources.





6. SUPPLIER MANAGEMENT AND CONTRACTS

6.1. The Egis Group Procurement organization operates under a centrally governed structure with a developing category ownership and supplier management responsibilities. Direct materials, development materials, packaging components and contract manufacturing services are managed within a dedicated Direct Procurement Division, while the relevant indirect goods and services are handled by a dedicated Indirect Procurement Division.

6.2. The supply chain of Egis Group operates through a vertically integrated pharmaceutical value chain with a combination of internal manufacturing sites and qualified external partners. The supply chain spans multiple regions, including the European Union, India, China, and selected other Asian countries. Core manufacturing and quality oversight functions are primarily based in Europe, while certain active pharmaceutical ingredients (APIs), intermediates, and other goods are sourced globally.

6.3. Relevant Goods and services are sourced through structured procurement processes, including:

- Long-term framework agreements with strategic suppliers;
- Aiming to provide and continuously improve security of supply;
- Competitive tenders for key categories;
- Dual or multiple sourcing strategies for critical materials;
- Supplier qualification includes technical, quality, regulatory assessments as well.

6.4. The Egis Group maintains strategic, multi-year partnerships with selected key suppliers and contract manufacturers. These relationships are governed by framework agreements, including defined service levels, quality standards, sustainability clauses, and continuous improvement expectations. Strategic suppliers are subject to periodic performance reviews.

6.5. It is important to us that the suppliers and other partners contributing to our value chain conduct their activities in a lawful and responsible manner, consistent with the principles underlying the prevention of modern slavery and human trafficking.

6.6. Depending on the sourcing category, decisions are based on a structured, multi-layered evaluation framework ensuring robustness, transparency, and compliance. Supplier selection follows a comprehensive qualification process that includes technical capability assessment, GMP compliance verification, financial stability analysis, due diligence, risk evaluation (including geopolitical and supply continuity risks), and total cost of ownership analysis. For critical materials and services, cross-functional evaluation teams are involved in the decision-making process. Supplier approval requires successful completion of audits, quality validation, and contractual alignment with our standards. This structured





qualification process ensures that sourcing decisions are not solely cost-driven but are based on long-term value creation, risk mitigation, and alignment with corporate objectives.

6.7. Prior to the conclusion of each agreement, or at the latest simultaneously with the conclusion of the agreement, the contracting partner must sign a compliance annex about the relationship with Egis and the conduct fundamentally expected by Egis, e.g. that it complies with applicable legal regulations and with the Code of Conduct, in addition it acts ethically with its employees and subcontractors (including prohibition of discrimination and forced labour, payment of fair wages, fulfilment of registration obligations and obligation to pay dues).

7. TRAINING AND AWARENESS

7.1. Mandatory compliance trainings are provided to a wide range of employees (including those in procurement, supply chain and compliance roles). We also roll out refresher trainings and awareness campaigns.

7.2. We regularly review our internal policies and practices to help ensure they continue to reflect our ethical principles. We also provide information, awareness-building and opportunities for dialogue with employees, and where appropriate, with suppliers, so that everyone covered by our position has a clear understanding of our values and their related responsibilities.

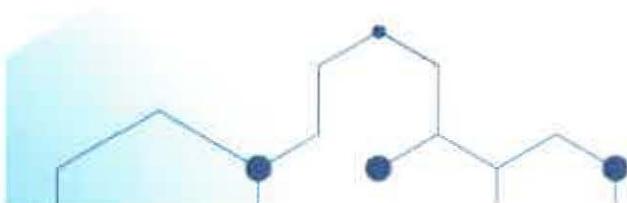
8. REPORTING MECHANISMS

8.1. As part of the Egis Compliance Program and in accordance with the provisions of Act XXV of 2023 on Complaints, Notifications of Public Interest and the Rules for Whistleblowing, Egis has established a local Ethics Line. Through the Ethics Line, current and former employees of Egis, applicants involved in the selection process and business partners, as well as persons exercising ownership or supervisory rights over Egis, are entitled to report any case in which they have reasonable grounds to believe that a violation of applicable law or of the Code of Ethics or Code of Conduct has occurred.

8.2. All reports are treated confidentially and are investigated in accordance with the provisions of Act XXV of 2023.

8.3. Reports can be submitted through the following channels:

- a) Written reporting channel: Via the dedicated platform or via e-mail.
- b) Oral reporting channel: Oral reporting can be made in person.





8.4. Reports are investigated according to the procedure available on the Egis Group website.

9. EFFECTIVENESS AND CONTINUOUS IMPROVEMENT

We remain committed to continually strengthening our approach to preventing modern slavery across our operations and supply chains. We monitor our performance through a range of measures, including audit findings, reported alerts, training completion rates, risk assessments, stakeholder feedback, and our routine operational oversight. These insights help us identify where improvements are needed and drive the development of more effective and sustainable solutions. We will continue to review and enhance our practices to ensure we meet our responsibilities and uphold the highest standards of ethical conduct.

10. APPROVAL

This statement has been reviewed and approved by the CEO of Egis, Csaba Poroszlai and will be published on our website in March 2026.

Budapest, 24 March 2026

A handwritten signature in blue ink, appearing to read 'Csaba Poroszlai', positioned above a horizontal line.

Csaba Poroszlai

CEO

Egis Pharmaceuticals PLC

