



Celltrion Healthcare United Kingdom Limited.
2025 Modern Slavery Statement

In accordance with the UK Modern Slavery Act
2015

May 2026



1. About this statement

This Statement is made pursuant to the UK Modern Slavery Act 2015 (the "Act") and covers the financial year ending on 31 December 2025. It applies to Celltrion Healthcare United Kingdom Limited. (hereinafter "Celltrion UK", the "Company", "We", "us" or "our") and its supply chains and serves as a testament to our ongoing efforts to uphold human rights and eliminate modern slavery risks across our global value chain. Throughout this Statement, Celltrion Inc. (hereinafter "Celltrion HQ") is acknowledged as the parent company, providing strategic oversight, global governance and essential support for human rights and ESG initiatives.

We recognise our responsibility to respect and promote human rights throughout our operations and value chains. We are committed to preventing any forms of modern slavery within our operations and supply chains. We believe that fostering relationships based on mutual respect and a steadfast commitment to human dignity not only reflects our core values but also underpins the long-term sustainability and integrity of our business. These efforts are guided by our Global Human Rights Policy and Global Due Diligence Policy, which outline our approach to key human rights issues and related management processes. We also adhere to internationally recognised standards, including the UN Guiding Principles on Business and Human Rights, the OECD Guidelines for Multinational Enterprises, and the International Bill of Human Rights.

This Statement outlines our governance framework, due diligence processes and key measures implemented during the reporting period to identify, assess, prevent and mitigate modern slavery risks within our operations and supply chains.

2. Organisation's Structure, Activities and Supply Chains

2.1 About Celltrion UK

Celltrion Inc., headquartered in Incheon, Republic of Korea, is a leading biopharmaceutical company specializing in the research, development, manufacturing, marketing and commercialization of innovative therapeutics across global markets. As a pioneer in the biosimilar field, Celltrion Inc. launched the world's first monoclonal antibody biosimilar and continues to expand patient access to biologic therapies worldwide.

As a wholly – owned subsidiary of Celltrion Inc., Celltrion UK manages all regional commercial operations, regulatory affairs and financial trade within the UK market. Within the highly regulated global biopharmaceutical sector, we specialise in the commercialization, marketing and market access of high – quality biologics and biosimilars.

From our corporate headquarters located in London, we contribute to improving access to affordable and innovative medicines across the UK. Our global pharmaceutical portfolio addresses a wide range of therapeutic areas including immunology, oncology, hematology,



ophthalmology and endocrinology. Nationally, our commercial activities focus on providing key biologic and biosimilar therapies such as Yuflyma, Remsima IV and Remsima SC for patients with autoimmune and inflammatory conditions. Beyond our established biosimilar products, we remain dedicated to advancing our pipeline with novel drugs while continuing to deliver high – quality medicines through scientific innovation.

As of December 31, 2025, 40 employees were employed by Celltrion Healthcare UK Ltd., without any temporary staff. Our workforce is comprised of 57% female and 43% male employees, with the majority aged between 30 and 50 (60%), followed by 35% over the age of 50, and 5% under the age of 30.

2.2 Our Supply Chain

Our upstream supply chain structure is international and fully integrated with our parent company's global production network to support the continuous supply of critical therapies. Active pharmaceutical ingredients (APIs) and finished drug products distributed by Celltrion UK are sourced and produced in the Republic of Korea, where Celltrion HQ's manufacturing facilities are located.

Once products are approved for export, they are transported from Republic of Korea to Hungary and distributed to European entities including Celltrion UK through temperature-controlled cold-chain logistics operated by specialized third party logistics (3PL) providers. Upon arrival in the UK, the products are received, stored, and supplied to our main customers, including the NHS, independent aseptic compounders, and clinical homecare providers through our local 3PL partners.

Most of our downstream suppliers and vendors are in the UK (approximately 90%), with the remainder located in Republic of Korea, the Netherlands, Ireland, France and the USA. As Celltrion UK is a sales entity, our suppliers operate across various sectors that support our business activities, including healthcare, advertising, clinical consulting and other administrative services.

3. Our Modern Slavery Policies and Framework

3.1 Core Policies and Compliance Standards

Celltrion UK follows a Global governance framework to support the prevention and mitigation of risks related to modern slavery within its operations and supply chains.

Our governance and compliance framework includes the following key policies:

- **Global Code of Conduct:** Establishes ethical principles and standards of professional conduct applicable to all employees across the Celltrion Group
- **Global Supplier Code of Conduct:** Communicates expectations relating to human rights, labour practices, business ethics, environmental management, and



responsible business conduct applicable to suppliers and third – party business partners

- **Global Due Diligence Policy:** Provides a framework for identifying, assessing, preventing, and mitigating human rights, environmental, and business ethics risks within global operations and supply chains
- **Global Speak – Up Channel Policy:** Establishes procedures for reporting ethical concerns and ensures reported matters are reviewed through appropriate internal processes.
- **Global Whistleblowing Policy:** Supports confidentiality and non-retaliation principles for individuals who report suspected misconduct or compliance concerns in good faith

These policies establish the standards and expectations applicable to employees, business partners, suppliers and other relevant stakeholders and align with internationally recognised standards and frameworks, including the United Nations Guiding Principles on Business and Human Rights (“UNGP’s”), the OECD Guidelines for Multinational Enterprises, the International Bill of Human Rights, and the International Labour Organization (“ILO”) core labour standards.

Further details and publicly disclosed versions of relevant policies are regularly communicated to all relevant employees and external stakeholders.

3.2 Modern Slavery Risk Governance and Management Process

Celltrion UK operates under a coordinated global-to-local governance framework to oversee modern slavery and broader human rights – related risks within its supply chains. This framework utilises a structured approach to divide key responsibilities across relevant governance bodies and functions:

- **(Celltrion UK) Management Body:** Has overall responsibility for the governance and oversight of the entity’s measures to prevent modern slavery and address broader human rights related risks, including the approval of related risk management activities and reporting.
- **(Celltrion UK) Supply Chain Management Team:** Serves as an operational function to integrate human rights related requirements into procurement and supplier engagement processes, actively consolidate local supply chains and transaction data for the reporting cycle.
- **(Celltrion UK) Human Resources Team:** Provides internal expertise on labour standards and workforce related matters to help ensure human rights considerations are embedded across internal operations.
- **(Celltrion HQ) ESG Team:** Provides policy guidance and ensures alignment with global standards. The team directly manage the supplier evaluation and SAQ process to fulfill the Act’s requirements and will further lead to the establishment of



performance goals, the definition of KPIs, and the ongoing monitoring of these initiatives.

Where potential risks or concerns are identified through established monitoring and reporting channels, including internal compliance mechanisms, and supplier communications, these are escalated to the relevant functions and addressed through internal review and investigation processes, as appropriate.

Celltrion UK's supplier engagement approach includes communicating identified improvement opportunities to suppliers and encouraging them to implement appropriate improvements. In addition, we seek ongoing collaboration with key suppliers and third – party logistics providers to support responsible sourcing practices and continuous improvement in supply chain compliance, coordinated across relevant internal and global functions.

4. Human Rights Due Diligence and Risk Management

4.1 Our Approach to Human Rights Due Diligence

Celltrion UK conducts risk – based human rights due diligence annually in alignment with the Global Due Diligence Policy established by Celltrion HQ. This framework is designed to identify, assess and manage potential adverse human rights and environmental impacts across our operations and value chains. In accordance with this policy, our due diligence process is structured into five stages:

- I. **Identify:** Collecting suppliers and supply chain information to map commercial relationships and understand relevant operational and sourcing contexts.
- II. **Assess:** Evaluating potential adverse impacts across corporate operations, subsidiaries, and business partners, assessing materiality based on severity and probability.
- III. **Analyze:** Conducting detailed ESG risk analysis of direct suppliers, using screening mechanisms to identify high risk entities and deploying Self-Assessment Questionnaires (SAQs) to assess supplier level controls.
- IV. **Prioritize:** Ranking identified risks based on severity and likelihood to focus resources on the most significant risk areas.
- V. **Preventive & Corrective Measures:** Implementing proportionate mitigation and remediation actions, which may include supplier engagement, monitoring of improvement plans, and review of business relationships where necessary in cases of material non-compliance.



4.2 Identification and Assessment of Modern Slavery Risks

To operationalise its due diligence approach, Celltrion UK conducted a comprehensive risk – screening exercise covering all vendor transactions over a rolling three-year period (2023, 2024 and 2025), using a dual – factor screening methodology.

- **Step 1: Boundary Setting and Scope Definition**

All historical expenditures were systematically classified into nine reporting categories. To ensure a targeted and material risk assessment, the screening scope focused exclusively on *Purchased Goods & Services* and *Professional Services*, excluding non – spend transactions, taxes and internal transfers. Within this scope, vendors were categorised into two tiers:

- **Direct Suppliers:** Entities involved in pharmaceutical product development, regulatory and quality activities, specialised logistics and cold – chain distribution, and patient related services
- **Indirect Suppliers:** Entities supporting general business operations including marketing, IT services, consulting and facilities management

- **Step 2: Dual – Factor Screening Model**

The Company applied a quantified screening model based on Sustainability Significance (30%) and Transaction Dynamics (70%).

- **Sustainability Significance (30%):** This factor was developed in collaboration with external ESG specialists and reflects geographic and sector – based risk indicators.

- ① Regional risk indicators include:

- Environmental: Climate Risk, Biodiversity Intactness, Environmental Performance, Energy Intensity, and Water Risk via WRI Aqueduct
- Social: Human Development, Fragile States, Global Gender Gap, Health Security, and Global Slavery Index parameters covering prevalence, vulnerability, and government response
- Governance: Corruption Perceptions, Conflict Areas/CAHRAs, Property Rights, Cybersecurity, Political Stability, Regulatory Quality, and Government Effectiveness.

Based on transactional data, the geographic distribution of evaluated spending was concentrated in the UK (92.5%), followed by the Netherlands (3%), Republic of Korea (1.5%), Lithuania (1.5%) and Ireland (1.5%).

- ② Industrial Materiality:

Industrial Materiality assesses ESG risk exposure at the sector level derived from the MSCI Materiality Map and applied across active sub – industries. The expenditure distribution across key sub – industries was concentrated in the Healthcare Sector (33%) including Healthcare



Distributors, Healthcare Supplies, Life Sciences Tool & Services and Healthcare Facilities. The remaining suppliers provide services supporting our marketing and administrative functions.

- **Transaction Dynamics (70%):** This factor assessed internal commercial exposure based on supplier exclusivity, spend levels, relationship continuity, direct/indirect classification and active contractual status at the time of assessment.
 - A higher weighting was deliberately assigned to transaction dynamics because Celltrion UK's primary spend is concentrated in low – exposure service sectors and highly regulated domestic logistics networks. Therefore, commercial dependency and spending intensity serve as the most effective primary drivers for identifying and prioritizing key suppliers.

Through this screening process, Celltrion UK initially identified four priority suppliers. Following qualitative consideration, including feasibility and input from the local Supply Chain Management (SCM) team, these suppliers were selected for comprehensive ESG assessment.

Three suppliers share similar risk characteristics: all are in the UK and operate within the Healthcare sectors (Distribution and Healthcare Services) and are subject to robust statutory labour frameworks, which have relatively lower inherent modern slavery risk exposure. The remaining supplier is in Lithuania and operates within the pharmaceutical sector, which is also considered to present a relatively low inherent risk of modern slavery.

4.3 Risk Prevention, Mitigation, and Stakeholder Engagement

Celltrion UK conducted an ESG assessment for four selected suppliers during the reporting period. The assessment process utilised a tailored Self – Assessment Questionnaire (SAQ) developed by Celltrion HQ in collaboration with an external specialist agency to support supplier chain mapping and risk identification.

Based on the self – assessment responses and supporting documentation provided by the suppliers, no instances of modern slavery were identified. In addition, no statutory violations, legal proceedings or regulatory fines were reported during the reporting period.

- **Company A (Lithuania; Pharmaceuticals, Biotechnology & Life Sciences)**
 - **Status**
 - Company A operates in Lithuania within the Pharmaceuticals, Biotechnology & Life Sciences sector as a Tier 1 supplier. Based on the supplier assessment, no significant workers' vulnerabilities or indicators of modern slavery were identified.
 - **Findings & Improvement Areas**
 - The company has established a structured human rights management



system to prevent and manage human rights risks. The company has established grievance mechanism; however, it has limited non-retaliation protection measures and does not provide anonymous reporting options.

- We have recommended that the company strengthen its grievance mechanism by introducing non-retaliation protection measures and anonymous reporting channel.
- **Company B (UK; Healthcare Services)**
 - **Status**
 - Company B operates in the UK within Healthcare Services sectors as a Tier 1 supplier. No significant indicators of modern slavery were identified through the assessment.
 - **Findings & Improvement Areas**
 - Given the size of Company B, it is below the UK legal human rights policy threshold. The company has established policies covering key human rights topics, including Anti-Harassment and Bullying Policy, Equal Opportunity and Dignity at Work Policy and Disciplinary Policies.
 - The company has limited supply chain management system. We recommend that the company establish minimum procedures to monitor supply chain.
- **Company C (UK; Healthcare Distribution & Retail)**
 - **Status**
 - Company C operates in the UK healthcare distribution sector as a Tier 1 supplier. Based on the assessment, no significant indicators of modern slavery were identified.
 - **Findings & Improvement Areas**
 - Company C has established structured human rights management system. It also maintains supply chain management system and contractually requires its suppliers to comply with its ESG requirements. However, it has limited monitoring measures to verify ongoing compliance.
 - We have recommended that the company strengthen its supply chain monitoring procedures
- **Company D (UK; Healthcare Distribution & Retail)**
 - **Status**
 - Company D operates in the UK Healthcare Distribution and Retail sector as a Tier 1 supplier. The assessment did not identify modern slavery risks or significant worker vulnerabilities.
 - **Findings & Improvement Areas**
 - Company D has established policies covering key human rights topics, including Bullying and Harassment Policy, Equality and Diversity Policy,



Remediation and Whistleblowing Policy. The company plans to establish anonymous reporting channel during the current year.

- The company has limited supply chain management system. We have recommended that the company establish minimum supply chain management procedures

To secure mutual accountability, Celltrion UK obtained signed Acknowledgement forms from all suppliers, confirming their internal commitment to review these recommendations and implement appropriate actions to enhance their ESG practices.

Furthermore, Celltrion UK deployed specialised training modules addressing modern slavery prevention and migrant worker rights across all suppliers. We also provided them with the Global Supplier Code of Conduct outlining expected practices and requirements for our supply chains

4.4 Grievance Mechanisms and Remediation of identified Risks

To facilitate transparent reporting and effective remediation, Celltrion UK maintains an operational grievance mechanism via our centralised Global Speak – Up Channel. This formalised compliance hotline is accessible to both internal personnel and external stakeholders through the Company website in the [Compliance section](#).

The channel accepts reports across a comprehensive spectrum of human rights and workplace integrity violations, including forced labour, child labour, discrimination, harassment, and labour rights or working condition breaches. All reported grievances are routed to the relevant functions within Celltrion Inc., which are responsible for independently managing intake, evidence verification, and coordinating appropriate investigation and remediation processes under strict confidentiality and non-retaliation safeguards.

During the reporting period, no material risks or breaches concerning modern slavery or broader human rights infractions were identified within Celltrion UK's local operations, based on available reporting channels and internal assessment.

5. Employee Training & Awareness

All employees are required to (or shall) complete annual human rights and compliance training developed and coordinated by Celltrion HQ's ESG Team. The training covers key company policies, including Celltrion's Global Human Rights Policy, Speak Up Channel, and Global Human Rights Policy. It also addresses key modern slavery issues and associated action items, including forced labour, child labour, freedom of movement and fair treatment, and migrant worker rights. In addition, it provides role specific guidance outlining expected human rights protection practices for field and non field employees as well as HR personnel.

6. Measuring Effectiveness and Continuous Improvement



Celltrion UK recognises that evaluating the effectiveness of this modern slavery risk management framework requires a step – by – step approach aligned with its current operational scale.

- **Stakeholder Engagement & Acknowledgement:** Celltrion UK conducts a foundational engagement exercise by distributing and obtaining signed acknowledgement forms from all evaluated vendors. This process secures their commitment to reviewing the ESG recommendations we suggested and cooperating on enhancing their labour practices.
- **Effectiveness Monitoring Baseline:** To support ongoing assessment of effectiveness over time, Celltrion UK monitors indicators that may include:
 - The number of identified higher risk suppliers relative to the total number of suppliers completing the self-assessment questionnaire
 - The number of preventive or corrective recommendations addressed relative to those communicated to suppliers
 - The number of potential human rights grievances resolved relative to those received through formal whistleblowing channels

Celltrion UK conducts an annual review of its modern slavery risk management systems, including screening procedures and related policies in conjunction with its yearly supply chain due diligence. Our aim is to monitor evolving international human rights standards and industry best practices, to continuously strengthen our approach and ensure alignment with both global frameworks and local risk profiles.

7. Declaration and Sign Off

This statement has been approved by the directors of Celltrion UK and is made pursuant to the UK Modern Slavery Act 2015.

Name	Title	Date	Signature
Hangi Lee	Managing Director	2026년6월19일	서명인: <i>Lee HANGI</i> 39C1D55BE2D24C7...
Dongsik Kim	General Manager	19 June 2026	Signé par : <i>DongSik kim</i> 69DD03777A8C4C4...