

Modern Slavery Statement for the year ended December 31, 2025. Prepared in accordance with Section 54 (1) of the UK Modern Slavery Act 2015

Introduction

Allucent Group (UK) Ltd. and its respective subsidiaries (collectively, Allucent”) publishes this statement for the financial year ending 31 December 2025 pursuant to section 54 of the UK Modern Slavery Act 2015.

Allucent’s Business Structure

Allucent Group (UK) Limited is a wholly owned subsidiary of Allucent (US) LLC, a limited liability company existing and registered in the United States of America.

Allucent is a global provider of comprehensive drug development solutions, including consulting, clinical operations, biometrics and clinical pharmacology across a variety of therapeutic areas. With more than 30 years of experience in over 75 countries, Allucent’s individualised partnership approach provides experience-driven insights and expertise to assist its clients in successfully navigating the complexities of delivering novel treatments to patients. Treating our people, vendors, and subjects ethically is at the cornerstone of our operations.

Our registered office under company number 03125708 in the UK is 1st Floor, One Station Square, Bracknell Berkshire, RG12 1QB.

Our commitment to the principles of the Modern Slavery Act 2015

Allucent is committed to the principles of the Modern Slavery Act 2015 and the abolition of modern slavery and human trafficking.

We are an equal opportunities employer, fully committed to creating and ensuring an inclusive and respectful working environment for all our staff.

Our recruitment and people management processes are designed to ensure that all prospective employees are legally entitled to work in the UK and to safeguard employees from any abuse or coercion.

We recognise that, as a purchaser of services, we have the opportunity to influence good practices in the employment of people by other organisations.

We do not enter into business with any organisation, in the UK or abroad, which knowingly supports or is found to be involved in slavery, servitude and forced or compulsory labour.

Here are the steps the Allucent has taken and continues to take to understand and minimise the potential risk of modern slavery in its business and supply chains.

Risk Assessment

The Company has assessed the risks that may arise under the UK Modern Slavery Act 2015 in its industry, its business activities, and its supply chain. Allucent is a services organization supporting the biopharmaceutical industry. Allucent employs approximately 1000 people including contractors who are a vital part of our workforce. From respecting the customs and cultures of the countries in which we operate to ensuring the ethical practices of third parties

with whom we conduct our business, Allucent is committed to creating an unquestionably healthier world.

Although we operate in numerous jurisdictions around the world, we believe that the risk of modern slavery and human trafficking in our workforce is relatively low because (i) we are not directly involved with some of the areas of greatest potential risk such as low-skilled, seasonal, and migrant workers and (ii) the medical and services aspect of our industry is highly regulated operating under a framework of ongoing audits and monitoring. Our employees and contractors are largely professionals with some level of medical or scientific training.

Nevertheless, we continue to be vigilant as to the risks of modern slavery within Allucent and our supply chain.

Policy Framework

In accordance with Allucent's commitment to tackling modern slavery and human trafficking, we have policies and procedures in place which are routinely updated and serve as the basis of our compliance against the risks associated with modern slavery.

These include our Code of Conduct, Anti-Harassment and Equal Opportunities Policies, and Anti- Bribery and Anti-Corruption policy.

Our Code of Conduct reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls.

Allucent has various established mechanisms to report compliance and ethical concerns, including the **Company's Anonymous Reporting system (Reportit)**. Any concern, including those relating to compulsory labour, human trafficking or child labour laws, can be raised internally or via the Company's Anonymous reporting system without fear of retaliation as per our Whistleblowing policy.

Allucent has established a vendor selection and qualification process as set out in Allucent's **Vendor Management Program Policy**, **Vendor Management Standard Operating Procedure** and **Vendor Code of Conduct** which outlines the process for the selection, evaluation and qualification of vendors and suppliers that support Allucent service delivery.

Our Vendor Code of Conduct includes the following Anti-Slavery statement:

"Vendors shall forbid the use of child and compulsory labour, human trafficking and slavery, unsafe and hazardous working conditions and environments and any behaviour that does not maintain human dignity and respect through their supply chain".

Vendors are required to certify their adherence with the above statement and others as part of the qualification process. Any breach of the Vendor Code of Conduct is cause for immediate termination of the relationship with such vendors. Further, vendors are required to be requalified and provide the same certifications on a continuous basis.

Our Promise

To this end, we do our part to prevent modern slavery and human trafficking and expect the same from the vendors, agencies, and organizations with whom we do business. As an

organization, we want to comply with all legislations and regulations in place where we operate while maintaining fair, ethical, and moral behaviour.

SIGNATURE

This Statement has been approved by the Allucent Board of Directors and signed by Howard Brand on the 11th of May 2026 on behalf of Allucent Group UK Limited.

Howard Brand

Electronically signed by: Howard
Brand
Reason: I have read and approved
this document.
Date: 11-May-2026 11:47:43 EDT

Howard Brand

Chief Financial Officer

Modern Slavery Statement For The Year Ended December 31, 2025 - for signature

Final Audit Report

2026-05-11

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