

MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT PURSUANT TO SECTION 54(1) OF THE MODERN SLAVERY ACT 2015 FOR THE FINANCIAL YEAR 1ST APRIL 2025 TO 31ST MARCH 2026

Introduction

This statement is made pursuant to the UK Modern Slavery Act of 2015. It sets out the steps that Atnahs Pharma UK Limited (trading as “Pharmanovia”) and the relevant Pharmanovia UK companies, took over the period from 1 April 2025 to 31 March 2026 to identify and address the risks of modern slavery occurring in their operations and supply chains. Pharmanovia prides itself on acting ethically, fairly and with integrity, including recognizing and respecting human rights.

Pharmanovia is committed to preventing all forms of slavery and human trafficking in its organisation and supply chains and we acknowledge our responsibilities under the Act and are taking measures to ensure that there is no scope for modern slavery to be present in any part of our organisation or supply chain.

Pharmanovia’s Structure

Since its inception in 2013, Pharmanovia has grown consistently year on year, focusing on delivering high-quality branded prescription medicines to patients, prescribers, and healthcare providers across the world. Our growth has enabled the company to reinvest in its products, brands, people, and to give back to its communities. A people business with a strong, supportive culture that encourages innovation and entrepreneurial spirit, our team comprises over 300 employees and 29 nationalities, operating from offices in the UK, Denmark, Netherlands, Switzerland, Italy, Germany, U.A.E., India, Australia and Singapore.

We are an agile, committed, and innovative global specialty pharma business and a preferred partner for innovator pharma companies, instigating a paradigm shift in the life cycle management of iconic medicines. We seek to extensively engage with clinical communities to communicate product improvements and prioritise environmental, social, and governance considerations across the business and workforce.

Pharmanovia’s therapeutic areas include Cardiovascular, Oncology, Endocrinology and Neurology.

Our Supply Chain

Our supply chain includes the procurement of pharmaceutical products and their components. Our industry is highly regulated and requires approval and licensing which facilitates transparency in the supply chains. The consistent application of robust supply chain due diligence principles, internally referred to as “Know your Business

Partner (KYBP)” enables us to make a judgement on business transactions and the ethical integrity of our supply chain partners.

We further aim to build strong partnerships with each of our strategic suppliers to ensure they comply with our values and that they are aware of our commitment to protect human rights and the environment and as part of our procurement selection processes, we require all of our suppliers to comply with the requirements of the Modern Slavery Act and include appropriate contractual obligations within all of our commercial agreements.

As an equal opportunities’ employer, we’re also committed to creating and ensuring a non-discriminatory and respectful working environment for our people. Our recruitment and people management processes are designed to ensure that all prospective employees are legally entitled to work in the UK or their country of work.

Due Diligence Processes

We source our products globally and risk is assessed on a case-by-case basis. We have reviewed our existing business partners and assessing these against key modern slavery risk indicators. Where we have identified business partners displaying characteristics of a higher level of modern slavery risk, we have requested them provide further information, to determine whether appropriate policy and processes to identify and manage these risks are in place, and whether the level of due diligence they undertake and protection they afford their supply chain and employees is sufficient to meet our requirements.

Risk Assessment

If a supplier fails to adequately address our concerns or remediate any risks identified, the relationship would be re-evaluated and if necessary, terminated.

Where potential modern slavery impacts are identified within a contract requirement, we will work with our suppliers to develop appropriate KPIs to monitor and manage performance in regard to these risks.

Measuring Effectiveness

Employees and third parties have different mechanisms to raise questions and concerns about Modern Slavery practices. We are continuing to reinforce reaching out directly to managers and the Legal and Compliance team at any time. We are also actively promoting the anonymous independent speak-up service Pharmanovia has in place for when employees or any third parties linked to our business could choose to report a matter causing them concern, without needing to disclose their personal details. Signing up to Pharmanovia’s Business Partner Code of Conduct is now a mandatory step as part of our vendor onboarding process.

Our Policies on Modern Slavery

We are committed to doing the right thing by ensuring we respect human rights and the environment. We manage a governance framework for all material focus areas within our sustainable framework and follow best practice guidelines on which our policy and processes are based.

We embody that attitude in our company Code of Conduct and in our Business Partner Code of Conduct (BPCC), which is based on our Code of Conduct.

Pharmanovia is committed to protecting and respecting human rights and has a zero-tolerance approach towards modern slavery. We are committed to ensuring that there is no modern slavery and human trafficking in our supply chains or in any part of our business. We do not enter into business with any organisation, which knowingly supports, or is found to be involved in slavery, servitude or forced or compulsory labour.

Our BPCC requires our suppliers generally to treat their workforces with dignity and respect and specifically to not (i) use any form of forced or involuntary labour; or (ii) engage in or support any form of slavery or human trafficking.

The following policies are available to all staff through Navex, our compliance portal and the intranet:

- Code of Conduct
- Speak Up policy
- Dignity at work policy
- Diversity, Equity and inclusion policy
- Equal Opportunities

Training and Awareness

In addition to the above policies, all procurement team members are required to undertake mandatory modern slavery awareness training and follow modern slavery procurement guidance and awareness, as published on GOV.UK.

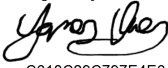
Reporting non-compliance

Our SpeakUp channel is operated by an independent 3rd party, and we encourage both employees and business partners to raise any concerns they have, if they know or suspect, that our internal policies or applicable laws and regulations have been violated. All calls are made in confidence and anonymously if required, and without any fear of retribution.

Approval

This statement is made pursuant to section 54 (1) of the Modern Slavery Act 2015 and constitutes the slavery and human trafficking statement for the 2025-2026 financial year ending 31st March 2026.

This statement has been drafted with input from the key relevant functions and has been approved by the board of Atnahs Pharma UK Limited on behalf of the Pharmanovia Group.

Signed by:

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James Owen
Chief Financial Officer
28 September 2026

Our UK Companies

Pharmanovia in the UK comprises Atnahs Pharma UK Limited (UK), Pharmanovia BidCo Limited (UK), Pharmanovia MidCo Limited (UK), Pharmanovia HoldCo Limited (UK), Atnahs Pharma US Limited (UK), Marlborough Pharmaceuticals Limited (UK)

Pharmanovia is a privately owned pharmaceutical business, that holds licences for, develops and pharmaceutical products globally, in a model that incorporates partnering with other likeminded organisations. More information on Pharmanovia's products can be found on the website www.pharmanovia.com.