



Draft Modern Slavery Statement for CNX Therapeutics Limited for the Financial Year Ending 31 March 2025

Introduction

This Modern Slavery Statement is made pursuant to section 54(1) of the UK Modern Slavery Act 2015 and outlines the steps CNX Therapeutics Limited and its subsidiaries (“We”, “CNX”, “Our”) have taken during the financial year ending 31 March 2025 to ensure that slavery and human trafficking are not taking place in any part of Our business or supply chains.

We are committed to conducting our business ethically and with integrity, ensuring transparency in our approach to tackling modern slavery.

Our Business and Structure

CNX is a pharmaceutical company focused on licensing and distributing a portfolio of medicines for CNS, critical care and other conditions. We are a fast-growing company and our mission is to improve the lives of patients through the continued supply of essential medicines whilst maintaining a strong hold on our values. In all of our interactions we aim to do the right thing for the right reasons.

We are headquartered in London, where the majority of our employees are based, and We have employees in France, Spain and Denmark. We cover over 60 markets in Europe and worldwide, outsourcing our manufacture and distribution through a network of suppliers and partners.

Our supply chains include raw material and API suppliers, contract manufacturers, logistics providers, and distributors. We endeavour to work with suppliers who share our values.

Our Governance

In March 2025, CNX became a certified B Corp® and, as such, We have committed to having a material positive impact on society through Our business and operations. We are members of the Ethical Medicines Industry Group (“EMIG”) and we abide by the ABPI Code of Practice 2024 to the extent it applies to Our activities.

CNX is a participant of the UN Global Compact and is committed to making the Ten Principles of the UN Global Compact on human rights, labour, environment and anti-corruption, part of our strategy, culture, and day-to-day operations.

As part of Our ongoing commitment to ethical employment practices and the prevention of modern slavery, We are proud to be an accredited Living Wage Employer. This accreditation reflects Our dedication to ensuring that all employees and contracted workers receive a wage that meets the real cost of living. We believe that fair pay is a fundamental component of dignity at work and a key safeguard against exploitation. By paying the Living Wage, We help reduce the risk of financial vulnerability among our workforce, which can be a contributing factor to modern slavery and forced labour.



Our Policies

We have an Anti-Corruption and Bribery Policy that reflects our commitment to acting ethically and with integrity in all our business relationships. This policy sets out our zero-tolerance approach to all aspects of corruption and emphasises our commitment to acting professionally, fairly and with integrity in all of our business dealings and relationships.

Our Code of Conduct further reinforces these commitments by setting clear expectations for our suppliers to operate in alignment with our values and to promote responsible practices throughout their own supply chains.

Due Diligence Processes

CNX conducts rigorous due diligence processes to identify and mitigate corruption and modern slavery risks within our operations and supply chains. We utilize a risk-based approach to assess potential suppliers, focusing on factors such as geographical location, industry sector, and the presence of vulnerable worker populations. Our due diligence includes supplier questionnaires and quality audits.

Risk Assessment and Management

We recognize that certain areas of our supply chain may be more susceptible to modern slavery risks, particularly those involving raw materials sourced from high-risk regions. CNX is committed to raising awareness of modern slavery risks among our employees and suppliers. We have rolled out mandatory training on modern slavery and human rights to all staff. This training is designed to help employees identify and address potential risks and ensure compliance with our policies.

Monitoring and Reporting

We have mechanisms for employees and suppliers to report concerns related to modern slavery, including anonymous whistleblowing services. All reports are thoroughly investigated, and appropriate remedial actions are taken as necessary. We are committed to fostering a safe environment where individuals can report concerns without fear of retaliation.

Future Steps

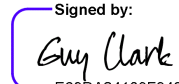
In the coming year, CNX plans to enhance Our due diligence processes by expanding supplier audits, including through working with Sedex, and increasing collaboration with industry experts to improve risk identification and management. We will continue to refine our training programs, including providing additional training for those working in procurement and supply chain management roles, and we will engage with suppliers to promote transparency and responsible practices throughout our supply chains.

We will continue to monitor the risks across Our organisation and, in addition to implementing a risk strategy, we will develop a risk assessment framework that evaluates suppliers based on their compliance history, labour practices, and the presence of migrant workers.



Approval

This statement was approved by the Board of Directors of CNX Therapeutics Limited on 12 September 2025.

Signed by:

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Guy Clark
Chief Executive Officer
CNX Therapeutics Limited