



Modern Slavery Statement for CNX Therapeutics Limited for the Financial Year Ending 31 March 2026

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 2026 to ensure that slavery and human trafficking are not taking place in any part of Our business or supply chains.

This statement addresses the six areas recommended by the Home Office statutory guidance under section 54 of the Modern Slavery Act 2015: our organisational structure and supply chains; our policies; our due diligence processes; the parts of our business and supply chains where there is a risk of slavery and human trafficking; our key performance indicators; and our training on modern slavery and human trafficking.

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. 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

CNX is a certified B Corp® as of March 2025 and, as such, we have committed to having a material positive impact on society through Our business and operations. We abide by the ABPI Code of Practice 2024 to the extent it applies to Our activities.

CNX monitors developments in mandatory human rights and environmental due diligence legislation, including the EU Corporate Sustainability Due Diligence Directive (CSDDD). Although CNX is a UK-incorporated company, our operations in France, Republic of Ireland, and the Nordics mean that evolving EU due diligence obligations are relevant to our business. We are taking steps to align our supply chain due diligence processes with the standards set out in the CSDDD in anticipation of these requirements applying more broadly.



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.

CNX also monitors UK legislative developments, including the Government's ongoing consultation on strengthening mandatory supply chain due diligence obligations under the Modern Slavery Act 2015, and will update its processes as required if further statutory duties are introduced.

As part of our ongoing commitment to ethical employment practices and the prevention of modern slavery, We are proud to be a Living Wage Employer. This 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. We have updated our Anti-Corruption and Bribery Policy in 2026 to reflect the requirements of the Economic Crime and Corporate Transparency Act 2023, which introduced a corporate criminal offence of failure to prevent fraud by an associated person.

We maintain a Whistleblowing Policy which provides a confidential channel for employees, contractors and supply chain partners to report concerns about modern slavery, human trafficking, forced labour, or any other ethical violation, without fear of retaliation.

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 use 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. We will consider the actual and potential human rights impacts of our most material procurement decisions each year, including our five most material procurement decisions, as part of our supplier selection and contracting process.

Risk Assessment and Management

We recognise 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.

The scope of this risk assessment covers all individuals and communities who may be affected by our own operations and by our value chain, including our employees, workers, suppliers, contractors and the communities in which we and our suppliers operate.

During the financial year, no instances of modern slavery or human trafficking were identified in our business or supply chains. All concerns raised through our reporting mechanisms were investigated and resolved without escalation.

Key Performance Indicators

In order to assess the effectiveness of our steps to combat modern slavery, we measure and report on the following key performance indicators:

Percentage of employees who have completed modern slavery awareness training: [X]%

Number of modern slavery-related concerns reported through our whistleblowing or reporting mechanisms: [X]

Number of corrective action plans issued to suppliers and percentage completed within agreed timelines: [X] issued, [X]% completed

Percentage of new supplier contracts incorporating mandatory anti-slavery contractual provisions: [X]%

We are committed to improving these metrics year on year and will report on our progress in our next annual statement.

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.

We will have a process to collect, prioritise and escalate information on actual and potential negative human rights and modern slavery impacts identified through our due diligence, audits, whistleblowing channel and other reporting mechanisms. Impacts are prioritised and escalated based on their severity and likelihood, with high-severity or high-likelihood concerns escalated promptly to the Chief People and Transformation Officer and other stakeholders for assessment and, where necessary, to the Board. Our process will also set out when and how we will seek additional information about an actual or potential negative impact and involve affected stakeholders, and identifies the kinds of internal changes (such as entry into new markets, onboarding of new suppliers in higher-risk geographies or sectors, or material changes to our supply chain) that will prompt us to proactively reassess potential negative impacts. We will conduct an annual review of this statement and our modern slavery programme, which is overseen by the Board of Directors. Responsibility for day-to-day implementation sits with the Chief People and Transformation Officer, who reports to the Board on modern slavery risks and mitigating actions on a regular basis.



Future Steps

In the coming year ending 31 March 2027, CNX plans to:

- Monitor and prepare for any changes to UK mandatory supply chain due diligence legislation and ensure compliance with any new statutory requirements including those of the NHS and any B-Corp certification requirements.
- Monitor and align our due diligence processes with the EU Corporate Sustainability Due Diligence Directive as it is implemented across our EU operating territories.
- Review and update our modern slavery training programme to reflect any legislative or best practice developments, targeting 100% completion among all staff.
- Review the adequacy of our grievance and remedy mechanisms to ensure workers in our supply chains have access to effective channels to raise concerns.

Approval

This statement was approved by the Board of Directors of CNX Therapeutics Limited on 30th September 2026.

Signed by:

1C064998B94147B...

Kevan Leggett
Chairman
CNX Therapeutics Limited