

29 May 2024

PCI Pharma Services Canada, Inc. (“PCI Canada”), provides this Report in compliance with its obligations under the **Fighting Against Forced Labour and Child Labour in Supply Chains Act**. This Report was approved by PCI Canada’s board of directors on 29 May 2024.

PCI Canada’s structure, activities, and supply chains

PCI Canada is a corporation formed under the laws of British Columbia and is part of the global group of companies doing business under the PCI Pharma Services brand name. PCI Canada employs 146 people in two locations in Ontario: Burlington and Mississauga. PCI Canada is a CDMO providing outsourced services to the pharmaceutical and biotechnology industries, consisting of commercial drug packaging and clinical trial drug packaging and kitting, as well as ancillary services such as Qualified Person services, and drug storage and distribution.

Policies and due diligence processes regarding forced labour and child labour

- The PCI Pharma Services Code of Ethics and Business Conduct confirms that PCI Canada prohibits practices such as human trafficking, forced labor, physical abuse of workers, restricting workers’ freedom of movement, confiscation of passports and worker documentation, failure to pay minimum or overtime wages where required by law, illegal child labor and any and all such human rights abuse. The Code can be accessed on the following site: <https://pci.com/environmental-social-governance-pci/esg-resources/>
- The PCI Global Labor and Human Rights Policy PCI sets out PCI’s prohibition on the use of all forms of forced labor, modern forms of slavery, and any form of human trafficking across operations and the supply chain. This policy can be accessed on the following site: <https://pci.com/environmental-social-governance-pci/esg-resources/>
- The PCI Supplier Code of Conduct imposes obligations on our suppliers and notes that PCI expects its suppliers to protect human rights, and uphold labor and social standards in accordance with International Labor Standards, among other things. The company’s Responsible Supplier Standards set out PCI’s expectation that our suppliers will uphold principles of human rights and ensure ethical labor practices, and further sets out PCI’s prohibition on the use of child or forced labor. These policies can be accessed on the following site: <https://pci.com/environmental-social-governance-pci/esg-resources/>
- The PCI Pharma Services Ethical Statement sets out the steps that PCI Pharma Services takes to ensure that slavery and human trafficking is not taking place in our supply chains or in any part of our business. It can be accessed here: <https://pci.com/company-2/ethical-statement/>
- In 2024, PCI’s Mississauga site participated in a PSCI (Pharmaceutical Supply Chain Initiative) audit in which the child labor policies and controls to prevent the use of supplies sourced from unethical suppliers were reviewed. PSCI aims to promote responsible practices for the pharmaceutical

industry, setting standards across five key areas: ethics, labor, health and safety, environment, and management systems. PSCI audit services verify that all businesses operating within the pharmaceutical and healthcare supply chain uphold these principles.

Parts of the supply chain with a risk of forced labour or child labour and steps taken by PCI Canada to assess and manage those risks.

PCI Canada is not aware of any parts of its supply chain that are at risk of using forced or child labour, but we also focus procurement efforts on suppliers in Canada and the United States. Moreover, our multiple and rigorous supplier controls (as discussed above) are intended to identify and avoid such risks.

Any remedial actions taken to prevent forced labour or child labour, or to mitigate the loss of income to families who may be vulnerable to the elimination of forced labour or child labour

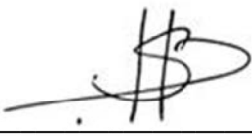
See responses above.

Employee training on forced labour or child labour

- PCI Canada employees undergo mandatory training on the Code of Ethics and Business Conduct when they join PCI, and then every two years thereafter (or more frequently if PCI updates the Code).
- Employees in the Compliance and Procurement functions are also required to be familiar with the policies discussed above.

How PCI assesses its effectiveness in taking measures against forced labour and child labour

PCI assesses its effectiveness via internal reviews, and we are also subject to independent external audits by our customers, such as the PSCI audit described above.

By:  _____

Name: Salim Haffar

Title: Director and Chief Executive Officer