

Modern Slavery Statement - Financial Year 2025

This Statement is made in accordance with the United Kingdom's Modern Slavery Act 2015 (UK MSA).

It covers the reporting period 1 January 2025 to 31 December 2025.

Flen Health UK Ltd. is committed to respecting human rights throughout our value chain, including all internationally recognized human rights. We respect the rights and dignity of all people, and we operate in line with and beyond the Universal Declaration of Human Rights principles.

We respect, promote, and realise in good faith the fundamental principles and rights at work contained within the International Labour Organization Declaration:

- freedom of association and the effective recognition of the right to collective bargaining;
- the elimination of all forms of forced or compulsory labour;
- the effective abolition of child labour;
- the elimination of discrimination in respect of employment and occupation; and
- a safe and healthy working environment.

Unless expressly stated otherwise, references to "Flen Health", "we", "us" and "our" refer to Flen Health UK Ltd.

Business structure and operations

Flen Health is a family owned international healthcare company. Our vision is to shape a world where wounds and skin disorders do not stop patients from living the life they love. Every single day, we help empower patients with topical inflammatory and infectious disorders to feel good and get more out of life with our innovative health solutions.

Flen Health has affiliates with their own commercial infrastructure in seven European countries and distributorship agreements in more than thirty-five countries across all continents and continues to invest substantially in research and further growth.

We, at Flen Health, are convinced that innovation is the only way to create a world where patients can continue to live the life they love. Our company's growth is based on the dedication of our staff and is the result of continuously providing added value for patients, patients' caregivers, healthcare professionals, health authorities, and the environment.

Risk assessment

Flen Health considers modern slavery to encompass slavery, servitude, forced or compulsory labour and human trafficking. This includes, among others things: (i) forced, bonded or compulsory labour; (ii) situations where an individual is subjected to work or services through coercion, threats, intimidation or abuse of power; (iii) being controlled, exploited or deprived of personal freedom for another person's gain; and (iv) being treated as a commodity or bought, sold or otherwise exploited.

We recognise that the risk of modern slavery may vary depending on factors such as geography, industry sector and the nature of supplied goods and services. During the reporting period, the Company assessed potential modern slavery risks within:

- its own workforce and operations;
- supplier relationships; and
- outsourced services.

Within the above areas, Flen Health is committed to implementing proportionate measures to mitigate and monitor those risks.

Our commitment

We are committed to conducting business ethically, with integrity, and in a manner that respects internationally recognised human rights. We have a zero-tolerance approach to slavery, servitude, forced labour, compulsory labour and human trafficking, and are committed to addressing modern slavery risks within our operations and supply chain.

Based on the due diligence measures implemented during the reporting period and to the best of our knowledge, no instances of slavery or human trafficking were identified within Flen Health's operations.

Flen Health seeks to avoid entering into, and maintaining, business relationships with organisations that are known to engage in or support slavery, servitude, forced labour or human trafficking.

We apply risk-based due diligence measures in relation to suppliers and other business partners, with the objective of identifying and mitigating risks of slavery and human trafficking within its operations and supply chains.

We expect our suppliers and business partners to comply with applicable laws relating to labour standards, human rights and the prevention of modern slavery and human trafficking.

To support our commitment to preventing modern slavery, Flen Health maintains and implements policies and procedures designed to promote ethical conduct and compliance, including its Code of Conduct.

These policies are intended to promote ethical business conduct and support compliance with applicable laws and regulations.

Effectiveness and future actions

Flen Health continues to review the effectiveness of its approach to preventing modern slavery and human trafficking. We will therefore continue to take the following measures to help ensure that modern slavery is not taking place within our operations or supply chains:

- identify and assess potential risk areas in our supply chains to mitigate risk and consider preventative actions;
- utilise contractual termination powers in the event that the supplier is involved in modern slavery;
- ensure that new and existing suppliers identified as presenting elevated risk are subject to appropriate due diligence measures;
- have a number of complementary internal policies that support our commitment to eradicating modern slavery.

Flen Health will additionally seek to promote awareness of modern slavery risks through appropriate training and communication initiatives for relevant employees and functions involved in procurement, supplier management and compliance activities.

15 July 2026

Flen Health UK Ltd.

Georges Sollie - Chief Executive Officer

