

May 27, 2026

PUBLIC SAFETY CANADA  
Via Portal

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## 2026 Annual Report on measures pursuant to Fighting Against Forced Labour and Child Labour in Supply Chains Act for the Year Ended December 31, 2025

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### 1. INTRODUCTION

Duchesnay Pharmaceutical Group (“**DPG**”) and the affiliated corporate entities mentioned below (the “**DPG Affiliates**”) are committed to complying with the requirements of the “*Fighting Against Forced Labour and Child Labour in Supply Chains Act*” (the “**Act**”) in force in Canada. This report (the “**Report**”) is DPG’s third report. It covers the fiscal year ended December 31, 2025 and outlines the steps taken to identify and address the risk of forced labour and child labour at any stage of goods distribution within Canada or elsewhere, as well as for goods imported into Canada. It is published pursuant to the **Act** and has been filed accordingly with the Minister of Public Safety on or before May 31, 2026.

References in this Report to “DPG”, the “DPG Affiliates”, the “Company”, “we”, “us”, “our” and similar terms mean DPG and its Affiliates generally, or one or more of them, or those who work for them. The Company’s Affiliates included in the scope of this Report are Duchesnay Inc. (“**Duchesnay**”), Medunik Canada Inc. (“**Medunik**”) and Analog Pharma Canada Inc. (“**Analog**”). This Report is a joint report for the Canadian Affiliates included in the Duchesnay Pharmaceutical Group.

### 2. OUR STRUCTURE AND OPERATIONS

Duchesnay Pharmaceutical Group, founded in 1970, is a privately owned, Canadian-based international pharmaceutical group consisting of six corporate entities. The Group is comprised of three mirrored entities, operating in the United States and Canada: (1) Duchesnay (Duchesnay Inc. and Duchesnay USA Inc.), focused on women’s health; (2) Medunik (Medunik Canada Inc. and Medunik USA Inc.), offering innovative treatments for those affected by rare diseases; and (3) Analog Pharma (Analog Pharma Canada Inc. and Analog Pharma Inc.), specializing in developing and producing high-quality generic medications for patients whose lives are affected by rare diseases and other illnesses.



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Over the years, guided by DPG's vision and principles, along with strong leadership and a dedicated team, we have developed and launched several innovative drugs, especially in women's health. We also have highly collaborative and successful agreements with more than 15 partners around the world, with whom we out-license our locally developed portfolio worldwide and/or in-license products in women's health and rare diseases to help address unmet patient needs.

The Company operates internationally, exporting its pharmaceutical products to Europe, North America and Asia, and in total to more than 50 countries around the world. DPG's head office and manufacturing facility are located in Blainville, Quebec. Duchesnay Pharmaceutical Group's U.S. companies are based in Princeton, New Jersey.

### 3. OUR COMMITMENT

During the reporting year, we continued to enhance and implement measures designed to prevent forced labour and child labour. This Report outlines the principal actions undertaken during the reporting period to combat forced labour and child labour within our organization and throughout our supply chain. It also highlights our current measures and planned initiatives to promote awareness and prevent such practices. We are committed to conducting business ethically, responsibly and in a manner that respects human rights. We recognize the importance of identifying and addressing risks related to forced labour and child labour and continue to strengthen our policies, procedures and oversight practices in this area.

In manufacturing pharmaceutical products, DPG and its Affiliates aim to improve the health of patients worldwide through excellence and innovation. Improving patient health starts with a healthy workplace and a clean and transparent supply chain. At our Company, we insist on the protection of human rights in all our activities and business relationships. In keeping with these values, we have a zero-tolerance policy toward forced labour and child labour.

In the past year, we have continued to conduct our business in accordance with our broader objectives of promoting the well-being of our employees and maintaining an exemplary work environment. We have taken the following steps to prevent and reduce the risk of forced labour and child labour in our business activities and supply chains:

- We have continued our information-gathering initiatives to better map the supply chains of our key suppliers, including for the purpose of preparing a compliance questionnaire for them.
- We have also continued to draft anti-forced labour and anti-child labour clauses for inclusion in our relevant contracts and to update supplier compliance language in those contracts.
- We are implementing certain due diligence processes that require supplier certifications or acknowledgements.



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## 4. OUR SUPPLY CHAIN

Our supply chain involves direct and trusted suppliers with whom we have built solid and enduring relationships. Several of our key suppliers are reputable international companies with which we have long-standing business relationships. Trust between suppliers and manufacturers is paramount in the pharmaceutical industry because patients' health is at stake and must always remain the top priority. At DPG, we believe that prioritizing patient health also means promoting ethical sourcing and exercising caution and diligence throughout the procurement and manufacturing process.

We often work with international partners, many of them based in Europe, to obtain raw materials or other pharmaceutical product components for drug manufacturing. The vast majority of the Company's suppliers operate from Europe or the United States and manufacture their products locally within a strict regulatory framework. We must source highly specialized products, such as active pharmaceutical ingredients, and therefore select well-established and trustworthy suppliers in the pharmaceutical industry. As such, the risk of child labour or forced labour involvement is low.

DPG understands, however, that it does not have a perfectly accurate view of its suppliers' own supply chains, which is why the Company has decided to prepare a questionnaire for these suppliers in order to better understand where and under what circumstances each product is sourced.

We believe that mitigating the social risks inherent to supply chains is our responsibility, and that of our suppliers, and involves all businesses, regardless of the industry in which they operate, even if their sector has not been identified as being particularly at risk.

## 5. GOVERNANCE, POLICIES AND DUE DILIGENCE PROCESSES

The DPG Advisory Board is composed of seasoned leaders with deep expertise in a variety of professional fields. Their mandate includes supporting and strategically advising DPG's senior management team on a range of issues, thereby strengthening our local presence and supporting our global growth and international expansion.

The corporate culture of Duchesnay Pharmaceutical Group is based on four core values—Excellence, Integrity, Innovation and Collaboration—which are practical tools that help us ensure access to effective and innovative health solutions.

### Excellence

In order to provide our customers with high-quality medicines, we have implemented a system of ongoing evaluation at each stage of production, together with continuous employee training to maintain the highest standards of professionalism within DPG.



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## Integrity

At Duchesnay Pharmaceutical Group, integrity is maintained through frank and ongoing dialogue between the executive team and employees, as well as through transparent work policies and corporate strategies supported by openness toward our clients and partners.

## Innovation

Proud of the products we offer, we continue to innovate and invest in research and development in order to provide new and better treatment options that improve the health of individuals at every stage of life.

## Collaboration

Our corporate culture is based on team spirit, valuing individual talents, expertise and strengths while encouraging contributions to shared success. The same principles guide our relationships with DPG's partners and clients.

DPG strives to foster a beneficial work environment for all, including our employees, clients and suppliers. We are highly selective in our choice of suppliers and value trust and transparency in these business relationships. We strongly encourage our clients and suppliers to respect and promote human rights in carrying out their activities.

### 5.1. Our Policies

Over the past reporting year, we monitored our practices and identified key opportunities, including the development of a Supplier Code of Conduct to be rolled out in the upcoming year, which will include DPG's zero-tolerance position on forced labour and child labour. We will continue to monitor and develop our practices to combat modern slavery within our organization and supply chain through the collaboration of various functions across our organization. However, our existing policies already generally support our commitment to act ethically and with integrity internally and in all our business relationships. Our Occupational Health and Safety Policy and our Anti-Harassment Policy were implemented to promote a healthy and safe workplace. Pursuant to these policies, all employees agree to actively help identify risk factors in the workplace, take all necessary precautions to prevent workplace accidents and work-related injuries, and immediately report any form of violence or harassment in the workplace. As we finalize our Canadian compliance activities under a Canadian Code of Conduct, DPG's Affiliates have already established internal SOPs and policies that support compliance across different levels of critical functions.



## 5.2. Due Diligence Process

During the past year, we carried out summary checks on our priority suppliers and determined that they are compliant. A large majority of them have a Supplier Code of Conduct or ethical or responsible procurement processes.

As we have not yet implemented our own due diligence process, the Company considers applicable regulatory requirements and publicly available guidance, including information issued by Health Canada, the U.S. Food and Drug Administration and other relevant regulatory authorities, as part of its overall compliance and supplier evaluation considerations.

We also currently rely on information and representations provided by our suppliers, while recognizing that many of them are subject to similar forced labour and child labour laws in their respective jurisdictions.

## 6. RISK ASSESSMENT

Although we have not undertaken a formal risk assessment initiative, we have not identified any instances of forced labour or child labour in our activities or supply chain, or any apparent risk thereof. As a result, we did not implement any remediation measures. To date, there has been no reported loss of income to vulnerable families as a result of any measure taken to eliminate the use of forced labour or child labour in our activities and supply chains. If any proven instance of forced labour or child labour were brought to our attention, we would immediately take appropriate measures to put an end to it and prevent such situations in the future.

## 7. TRAINING

Upon hire, we provide all employees with occupational health and safety training. We also provide them with a copy of our internal policies for training and acknowledgement.

We have not yet trained our staff on forced labour and child labour issues, but we remain generally committed to acting ethically and with integrity in all our business relationships. Once we obtain feedback from our suppliers, we will evaluate the need to hold formal training sessions on these specific issues.

## 8. ASSESSING THE EFFECTIVENESS OF OUR APPROACH

The prevention of forced labour and child labour practices in our business and supply chain is, and will remain, subject to continuous improvement. While we have not yet taken specific steps to assess the effectiveness of our measures, we intend at a later stage to assess our effectiveness in preventing and reducing the risks related to forced labour and child labour in our activities and supply chain, including by conducting regular audits of our policies and procedures relating to forced labour and child labour. In light of this exercise, our companies will proactively adjust their processes and controls by measuring the effectiveness of these initiatives.



## 9. ATTESTATION AND APPROVAL

This Report was approved by the President of DPG on May 27, 2026, in accordance with paragraph 11(4)(a) or subparagraph 11(4)(b)(i) or (ii) of the Act, and constitutes the report for the fiscal year ended December 31, 2025.

In accordance with the requirements of the Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in the Report for the entity or entities listed above. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the Report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed above.

I have the authority to bind Duchesnay Pharmaceutical Group and its Affiliates.

*(signed) "Éric Gervais"*

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Éric Gervais  
President of Duchesnay Pharmaceutical Group and its affiliated companies



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