

# BeOne Statement on Modern Slavery, Forced Labor, and Child Labor

## Business structure

### Our operations

BeOne is purpose-built as an in-house, end-to-end global oncology company spanning research, development, manufacturing, and commercialization. By internalizing critical steps, we seek to accelerate innovation, bringing breakthrough medicines to more patients faster. BeOne has grown rapidly since we were founded in 2010. As of December 31, 2025, approximately 27,000 patients have participated in over 175 trials around the world. Four internally discovered cancer medicines have been approved with at least one approval in more than 75 countries and regions globally. In addition to our own commercialization efforts, our team in China also leverages their regional expertise by partnering with pharmaceutical companies to deliver 13 additional cancer medicines to patients in the world's second-largest oncology market. As an organization committed to saving lives, BeOne aims to ensure that our operations and supply chain are free from modern slavery and human trafficking.

As of December 31, 2025, BeOne employed 11,785 full-time employees across six continents with 4,957 colleagues working in a hybrid or remote setting. Our reporting entities were comprised of 86 employees in the UK, 53 employees in Canada and 1,791 employees in California. We are domiciled in Switzerland and have approximately 70 operating sites around the world, including manufacturing sites, research and development (R&D) facilities, corporate offices, and working spaces with key corporate hubs in Basel, Switzerland, Beijing, China, as well as Cambridge, MA, San Carlos, CA, and Hopewell, NJ in the United States. Within our reporting entities, we have established a shared office space in London, UK as well as two operating facilities in Toronto, Canada and San Carlos, CA in the United States.

The discovery, development, and manufacturing of our medicines is highly regulated by government health authorities around the world, including the US Food and Drug Administration (FDA) and European Medicines Agency (EMA). Our local business units are governed by the same global policies and procedures outlined in this Statement.

### Our supply chain

BeOne operates a globally distributed supply chain to supplement our in-house capabilities when necessary and spans raw material sourcing, manufacturing, packaging, warehousing, and delivery of finished products to end markets. We work with 5,964 suppliers worldwide, with 3,156 in the JAPAC region, 1,513 in Europe, 1,067 in North America, 154 in Latin America, and 74 in the Middle East and Africa. We strive to maintain multiple sources for key inputs and raw materials, where possible, to reduce supply risk.

We require all our external partners to comply with applicable laws and regulations, as well as our own standards regarding product quality, business conduct, and respect for human rights. Our visibility into our supply chain to date is limited to Tier 1 upstream suppliers due to data availability constraints.

As of 2025, BeOne has a cross-functional oversight committee that focuses on third-party risk. This committee includes senior leaders from Finance, Quality, Compliance, Enterprise Risk Management, Procurement, Legal, Internal Audit, and Information Technology. Chaired by our CFO, the committee aims to improve governance, boost efficiency and collaboration across functions, and increase senior management visibility into emerging risks in our value chain.

## Policies

BeOne's commitment to ethical conduct is defined in our [Code of Conduct](#), which sets forth the global standards we uphold in our operations. BeOne does not tolerate child labor, forced labor, or any other form of abuse. We strive to maintain a workplace culture that respects human dignity, promotes fair treatment, and safeguards the safety and well-being of everyone at BeOne. All BeOne colleagues are required to complete regular training on our Code of Conduct and sign an acknowledgement annually.

The [Supplier Code of Conduct](#) requires all suppliers to adhere to the same high standards that BeOne applies to its own operations. BeOne expects all suppliers to meet our standards for patient safety, product quality, and operational integrity, as well as all applicable healthcare, labor, environmental, and financial regulations. The Supplier Code of Conduct addresses critical areas concerning human rights, labor practices, and anti-corruption measures, ensuring that all suppliers commit to practices that prevent slavery, child labor, forced labor, or human trafficking within their operations and within their own supply chains. Every new master service agreement includes an obligation for the counterparty to acknowledge and accept the Supplier Code of Conduct.

These policies apply to BeOne colleagues, third-party business partners, suppliers, contractors, and consultants, and are supported by contractual obligations, compliance processes, and oversight mechanisms intended to promote responsible business conduct throughout BeOne's value chain.

## Due diligence

Our sourcing and due diligence process aims to ensure that goods and services are procured in a manner that is fair, transparent, and compliant with global standards—including those related to modern slavery, forced labor, and child labor. Supplier selection is rigorous, documented, and includes Environmental, Social, and Governance (ESG) risk assessment when deemed relevant,

supporting compliance in the regions where we operate. Our supplier onboarding and due diligence policy guides quality audits for manufacturing-related suppliers and includes evaluations for ethics and worker safety.

Where risks are identified, BeOne seeks to engage suppliers in a responsible remediation process designed to address the underlying issue while minimizing harm to affected workers. Where appropriate, remediation efforts may include collaboration with suppliers to support corrective actions, consistent with applicable legal and ethical expectations.

BeOne recognizes that the risk of modern slavery, forced labor, and child labor is not uniform across its operations and supply chains. BeOne's current risk assessment processes focus primarily on Tier 1 suppliers due to data availability constraints. Risk considerations include supplier location, the nature of goods or services provided, the extent of subcontracting, and information identified through due diligence activities, including legal and media reviews. These assessments inform decisions regarding enhanced due diligence and ongoing supplier engagement.

BeOne has a procedure for internal verification as part of its supplier onboarding and due diligence processes, when deemed necessary, to evaluate possible violations of our Supplier Code of Conduct. These verification activities are not currently conducted by an independent third party.

BeOne maintains a helpline available 24 hours a day, seven days a week, 365 days a year for employees and the public globally, subject to local law, online at [BeOne Ethics Point](#) for reporting concerns related to business conduct, including potential human rights issues. Our helpline is administered by an independent outside contractor whose employees are trained to handle such reports.

To further strengthen our approach, BeOne's new cross-functional oversight committee focuses on third-party risk and codifies a sustainable global strategy. The committee aims to improve governance, boost efficiency and collaboration across functions, and increase senior management visibility into emerging risks.

## Training

We are committed to promoting workplace integrity through comprehensive training and educational initiatives. Since 2022, we have conducted annual BeOne Code of Conduct certifications supplemented by regular training for all colleagues. In parallel, we have continued to expand our global compliance culture campaign, including with the growth of the compliance champion network.

All members of BeOne's Global Procurement Team receive corporate and locally tailored training on our procurement approach and policies. Relevant teams—including Procurement,

Global Supply Chain, and Compliance—also receive additional training on topics such as supply chain management and risk assessment to support responsible procurement. BeOne is a proud member of Procurement Leaders, a global network that provides access to webinars, resources, and collaboration tools designed to help procurement professionals make efficient and informed high-impact decisions.

Externally, every new master service agreement includes an obligation for the counterparty to acknowledge and accept the Supplier Code of Conduct. We do not currently track or report any external training on the Supplier Code of Conduct, but we continue to evaluate opportunities to enhance awareness and understanding of modern slavery-related risks across our business and value chain.

## **Effectiveness**

Our third-party risk program was launched in 2023 and has made progress since its inception. The program helps our procurement teams identify potential legal barriers to our work with new vendors, such as if they have been previously subject to disciplinary actions. For instances where a prospective supplier qualifies for extended due diligence, we conduct evaluations of the vendor's reputation. These evaluations make use of any legal records and media coverage to identify potential labor infractions, violations of employees' privacy or rights, or other concerns. The process also makes it possible for procurement leaders to stay abreast of rapidly shifting international sanction records through reviews of selected criminal databases, records for regulatory agencies, and records of financial wrongdoing. The speed and flexibility of the new program both accelerates and simplifies our response to any issues that emerge as we bring new vendors into our supply chain. The system can deliver tailored results based on supplier risk level, supplier size, or a supplier's role in BeOne's procurement network.

Key enhancements to our program in 2025 included expanding the pool of qualified suppliers for critical materials and the establishment of the cross-functional oversight committee focused on third-party risk. BeOne remains committed to aligning its supply chain practices with evolving sustainability expectations and international standards for responsible sourcing and operations and is working towards developing enhanced mechanisms to track and evaluate the effectiveness of our controls.


## **About this statement**

This statement reflects our continuous dedication to responsible business practices and thirdparty risk management efforts. It sets out the steps the Company has taken to ensure that slavery and human trafficking are not taking place in its business and is made in accordance with California's Transparency in Supply Chains Act, Canada's "Fighting Against Forced Labour and Child Labour in Supply Chains Act 2023", and the UK's "Modern Slavery Act 2015". It covers the reporting period January 1 to December 31, 2025. Unless expressly stated otherwise,

references to “we,” “us” and “our” refer to BeOne Medicines as a whole, including the applicable reporting entities and their owned and controlled entities.

In preparing this statement, BeOne engaged with relevant internal stakeholders across functions and geographies, including teams responsible for procurement, supply chain management, compliance, and legal. These consultations informed the description of BeOne’s operations, supply chains, policies, and risk management approaches outlined in this statement. Where this statement covers multiple reporting entities, information was consolidated through internal consultation processes to ensure consistency with BeOne’s global policies and procedures, which apply across all controlled entities and operating locations. The content was reviewed and approved by local legal teams in each reporting jurisdiction, before approval by our Board of Directors. For any questions or further information, please contact us at [responsibility@beonemed.com](mailto:responsibility@beonemed.com).

This statement was approved by the Board of Directors of BeOne Medicines and signed on its behalf by:

Signed by:  
  
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22-May-2026

John V. Oyler  
Co-Founder, Chairman & Chief Executive Officer

Date