

Ypsomed Holding AG – Slavery and Human Trafficking Statement

This statement has been published in accordance with United Kingdom’s Modern Slavery Act 2015, Australia’s Modern Slavery Act 2018, and the Canada’s Fighting Against Forced Labour and Child Labour in Supply Chains Act 2023. The information in this statement has been approved by the Management Board of the Ypsomed Holding AG and relates to the financial year ending March 31, 2025.

This Statement is made on behalf of Ypsomed Australia Pty Ltd, Ypsomed Canada Inc., and Ypsomed Ltd., incorporated in United Kingdom.

Moreover, we publish our efforts to combat modern slavery, as well as reports on child labour and conflict minerals in our supply chain in accordance with Swiss law in the annual reports that you can find on our company website.

About Ypsomed

Ypsomed is a leading developer and manufacturer of injection and infusion systems for self-medication and a renowned diabetes specialist with over 30 years’ experience. As a leader in innovation and technology, Ypsomed is the preferred partner for pharmaceutical and biotech companies for the supply of injections pens, autoinjectors and infusion systems to administer liquid drugs.

Ypsomed promotes and sells its product portfolio under the umbrella brands, mylife™ Diabetscare (directly to patients or through pharmacies and clinics), and YDS Ypsomed Delivery Systems (as business-to-business to pharmaceutical companies).

Ypsomed is organized as a holding company pursuant to Swiss law (Ypsomed Holding AG) and directly or indirectly owns or controls all the companies that form part of the Ypsomed Group worldwide.

Ypsomed has its headquarters in Burgdorf, Switzerland, and operates a global network of manufacturing sites, subsidiaries and distributors. This network includes the procurement of goods and services from a large number of external contractors. Ypsomed is part of a global supply chain, so we are aware of the challenges in the fight against slavery and human trafficking. In order to ensure that such problems do not occur in any part of our business or the supply chain, including suppliers, we always take high ethical standards into account.

We strive to play a pioneering role in our industry in terms of sustainability. To this purpose, we examine the environmental, social, and ethical impact of our value creation chain. Our processes and supply chains are guided by the principles of product stewardship and the circular economy. We attach great importance to acting responsibly towards employees, partners, and society. In doing so, we are committed to transparency, support diversity, and openness and take action against corruption.

Employees

As of March 31, 2025, our Australian reporting entity had a headcount of 37 employees, our Canadian reporting entity had a headcount of 15 employees, and our UK reporting entity had a headcount of 42 employees.

Ypsomed offers optimal working conditions to protect the safety and health of its employees. All plants, buildings and work processes are equipped with protection and safety concepts and are subject to strict inspection and control protocols. Different offers and information at work and for leisure promote health and well-being.

The best possible quality of life also enhances our employees' health. With flexible working models, a healthy team spirit, and opportunities for organising tasks and careers, Ypsomed offers a motivating corporate culture that is as familyfriendly as possible. This includes flexible working hours featuring flexitime and annual working hours, part-time work, parental leave and contributions to child care.

The promotion of employee diversity as well as the inclusion of different groups of people (age, gender, nationality, etc.) are important cornerstones of our personnel policy.

Supply Chain

We promote responsible behaviour not only within Ypsomed – integrity is also of crucial importance to us across the entire supply chain. In line with our corporate values, the Code of Conduct and the Supplier Code of Conduct, we are committed to respecting human rights within Ypsomed as well as throughout the value creation chain. We expect our business partners to comply with all applicable laws and also to assume their responsibilities towards employees, society, and the environment. This comprises refraining from any form of forced and compulsory labour, rejecting child labour, treating employees with respect, as well as providing fair remuneration in accordance with applicable laws and regulations.

The Code of Conduct for Suppliers, which is based on the conventions of the International Labour Organisation (ILO), the OECD Guidelines for Multinational Enterprises and the principles of the UN Global Compact, is sent to all Ypsomed suppliers for signature. We only engage suppliers who accept the requirements of our Code of Conduct for Suppliers and undertake to comply with them.

Risk assessment

In the reporting year, we implemented a new supplier management digital platform for Ypsomed AG. This enables a systematic and data-based risk assessment of our suppliers. The suppliers registered there are subject to an automated risk analysis. A targeted risk-based audit is also conducted, taking into account the issues of human rights, child labour, anti-corruption, and environmental protection. Furthermore, all available certificates and sustainability attestations are taken into account. Based on this in-depth analysis, targeted actions are taken to minimise potential risks and to ensure sustainable collaboration.

Ypsomed fulfils its due diligence and transparency obligations with regard to minerals and metals from conflict areas and child labour as required by law. Based on our assessment, there is no reasonable suspicion that Ypsomed's suppliers provide products and services using child labour.

Policies

Modern slavery and human trafficking have no place in the world. We therefore protect and respect human rights in every aspect of our business.

The companies of the Ypsomed Group and our employees are required to strictly adhere to the internal processes, policies and our Code of Conduct, which govern the business conduct of Ypsomed and its employees.

Training

The integration and continuous training of employees is of crucial importance to Ypsomed. In a rapidly changing business world, the professional integration and continuous training of employees is not an advantage, but a necessity. Ypsomed provides a comprehensive in-house training and education programme.

All employees worldwide receive annual training on the principles of our Code of Conduct. Training includes instructions on how to deal with the most relevant compliance issues, such as the interaction with healthcare professionals, conflicts of interest, anti-corruption, harassment, discrimination, and data protection. Furthermore, we provide information about our whistleblowing system and how potential violations can be reported. Awareness of compliant behaviour will need to be continuously strengthened.



Simon Michel, CEO
June 30, 2025