



This report is made in accordance with *Canada's Fighting Against Forced Labour and Child Labour in Supply Chains Act (the "Act")* by BioCryst Pharmaceuticals, Inc, ("BioCryst") a Delaware corporation. This report has been drafted for the financial year ending December 31, 2024.

## **Our Mission and Purpose**

BioCryst is a commercial-stage biotech company with US headquarters in Durham, North Carolina. Our European headquarters is in Dublin, Ireland, and our Discovery Center of Excellence in Birmingham, Alabama, with many other regional offices around the world.

BioCryst is committed to identifying, developing and delivering first-in-class or best-in-class oral small-molecule and protein therapeutics for patients living with hereditary angioedema (HAE) and other rare diseases.

At BioCryst, advancing novel therapeutics for patients is our purpose. With our global presence, the work we do helps patients take part in the everyday activities they enjoy, wherever they live. We focus on breaking new ground by blending pioneering technology and science with a more people-focused approach.

## **Our Supply Chain**

BioCryst is committed to doing business ethically and responsibly and will only work with companies that share that commitment. Our supply chain consists of Research and Development partners, drug substance suppliers and Contract Development and Manufacturing Organizations (CDMO).

The top five countries from which services or materials are sourced outside the U.S. are: Sweden, India, China, United Kingdom and Switzerland.

BioCryst uses Contract Manufacturing Organizations in Sweden and the United States to assist with production of Active Pharmaceutical Ingredient (API) and contract manufacturers in the United States to complete drug product manufacturing and packaging into finished good. BioCryst's CDMO sites are located in countries which are not considered high-risk jurisdictions by the Global Slavery Index.



## **BioCryst's Practices to Ensure Our Supply Chains are Free of Forced and Child Labor**

BioCryst enthusiastically joins the fight to end forced labor and child labor and herein sets out the efforts we have undertaken to ensure that our supply chain is free from such practices.

As such, BioCryst uses The World-Check screening solution by LSEG (London Stock Exchange Group). This comprehensive tool is designed to help business review their customer and vendor database and compare it with World Check Database, that includes profiles of individuals and entities involved in various risks, including forced labor. It helps BioCryst identify and avoid engaging with suppliers that are flagged for such activities.

### **Policies and Due Diligence Process**

BioCryst is committed to upholding a safe work environment and overseeing our operations ethically, lawfully, and to the highest standards of business conduct. Board members, officers and employees are all required to comply with the BioCryst **Code of Conduct and Ethics**.

We require our employees to conduct their scientific and business activities in a manner consistent with the highest ethical, professional and legal standards. Violations of BioCryst's Code of Conduct and Ethics policies are not tolerated and can result in disciplinary action, up not and including termination of employment where appropriate.

BioCryst maintains a *Compliance Hotline* which employees can use to anonymously report any suspected misconduct or unlawful activity. Any such reports are thoroughly investigated and addressed.

BioCryst values the protection of human rights, ensuring freedom from slavery, forced labor, child labor, and human trafficking. We believe the risk of adverse human rights impacts, including working condition violations and modern slavery, is low for our business operations. We maintain robust human resources, health, safety and compliance functions. Our employees are typically hired on a regular full-time basis, rather than as temporary, seasonal, or migrant workers. The contractors we engage are generally in highly skilled and professional roles.

Furthermore, in selecting business partners, we collaborate with meticulously vetted, reputable suppliers and service providers who operate on a global scale and have robust systems in place to prevent forced and child labor.



## Mitigating Risks of Forced Labor or Child Labor in Our Supply Chain

During 2024 we worked to address the risk of forced labor in our supply chain through:

- Upholding and adhering to our company's core values and standards as outlined in our **Code of Conduct and Ethics**. These principles are the cornerstone of our success and are applicable globally, wherever we conduct business.
- Providing training to all employees on our company's **Code of Conduct and Ethics**. Training completions are closely monitored and reported to senior management.
- Conducting supplier management. BioCryst continued our practice of visiting a large portion of our direct supply base for general business and quality audit purposes which included interactions with the employees of those suppliers. We routinely examine the organizational structure of the commercial supply chain to maintain visibility, oversight, and interaction with our suppliers.
- Onboarding a new supplier screening provider and purchasing access to their restricted party database to conduct supplier screening.

## Assessing effectiveness

BioCryst periodically evaluates the effectiveness of the actions being taken to address slavery, human trafficking and other human rights risks in our supply chain through monitoring reports of suspected violations through our *Compliance Hotline*. Additionally, we are committed in strengthening and expanding our Forced and Child labor prevention programs, including:

- Conducting forced labor training and education programs for employees with direct responsibility for Supply Chain management.
- Continuing risk assessment through supply chain mapping to identify which of our suppliers may present a higher risk of forced and child labor and working with suppliers to measure effectiveness of their actions to address forced and child labor.

## BioCryst's Practices to Address Reported Risks or Use of Forced and Child Labor

We expect our employees to use our *Compliance Hotline* to anonymously report any suspected misconduct or unlawful activity. Any such reports shall be properly investigated and resolved.

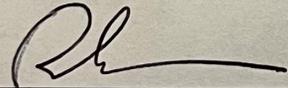
As of December 31, 2024, BioCryst has not encountered use of forced labor or child labor in its supply chain and therefore has not remedied such occurrence.

*In accordance with the requirements of the Fighting Against Forced Labour and Child Labour in Supply Chains Act (Act), and in particular section 11 thereof, I, in the capacity of SVP Global Supply Chain attest that I have reviewed the information contained in the report on behalf of the governing body of the entity 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 within this report.*

- Raj Kapadia
- SVP Global Supply Chain
- May 30, 2025

Signature: \_\_\_\_\_



*I have the authority to bind BioCryst  
Pharmaceuticals Inc.*