

Report under the *Fighting Against Forced Labour and Child Labour in Supply Chain Act* for the year ended December 31, 2024

Introduction

This report has been prepared by AbCellera Biologics Inc. ("AbCellera" or the "Company") under Canada's Fighting Against Forced Labour and Child Labour in Supply Chains Act (the "Act") for our financial year ended December 31, 2024.

AbCellera is committed to promoting labour practices that protect workers' safety and human rights, including preventing and mitigating the risk of forced labour and child labour in our operations and supply chains.

Structure, activities, and supply chain

[AbCellera](#) discovers and develops antibody medicines that aim to improve health, alleviate suffering, and save lives. The Company integrates technology, data science, infrastructure, and interdisciplinary teams to solve the most challenging antibody discovery problems. AbCellera is focused on advancing internal and co-developed programs for indications across therapeutic areas, including cancer, metabolic and endocrine conditions, and autoimmune disorders.

The Company is a corporation publicly traded on the Nasdaq (ABCL). AbCellera is headquartered in Vancouver, Canada, with locations in Montreal, Canada and Sydney, Australia.

The Company's annual report, available on its [investor relations site](#), provides more information on the organizational structure and business activities.

As a drug discovery and development company, AbCellera's supply chain includes goods that are imported from outside of Canada. Examples of the goods we procure include lab equipment, personal protective equipment, laboratory supplies, office supplies, and equipment parts for use in day-to-day operations. We engage contractors and consultants to deliver legal, accounting, security, janitorial, and general services to support our operations in low risk jurisdictions.

Policies and due diligence processes

Policies

AbCellera has a "Code of Business Conduct and Ethics" (the "Code") that applies to AbCellera's directors, officers, employees, and other personnel that AbCellera may determine should be subject to the Code, such as contractors or consultants. The Code sets the basic requirements for business conduct and expected behaviours across a broad range of topics including, but not limited to confidentiality, anti-corruption and bribery, conflicts of interest, modern slavery, and legal compliance. The Code, which is designed to promote integrity and deter wrongdoing, requires its personnel to follow applicable laws, rules and regulations, and to not engage in any type of illegal, unethical, fraudulent, or corrupt business practices. AbCellera expects its personnel to adhere to the highest ethical standards and uphold its corporate values. Upon knowledge or suspicion of a violation of the law, the Code or any unethical or questionable act or behavior, the Code



requires personnel to immediately report the violation or suspected violation in accordance with AbCellera's Whistleblower Process, which establishes procedures for confidential, anonymous submissions of such violations or suspected violations, without fear of retaliation. The Code is approved by the Board of Directors with all employees required to review and acknowledge their commitment to uphold it annually.

Due diligence processes

The Company's Chief Compliance Officer is accountable for overseeing and managing the due diligence processes, with the Finance, Procurement, and Legal teams implementing the programs to reduce the risk of forced labour or child labour in the supply chain.

Annually, we engage a third party to conduct screening of our vendors and partners for potential risks of non-compliance and unlawful activities, including modern slavery risks. The service provider screens our suppliers against a comprehensive database encompassing sanctions lists, regulatory and law enforcement lists, adverse media, and other relevant data sources. To date, this screening has not identified any indicators of forced labour or child labour within our supply chain.

Assessing the risk of forced labour and child labour

AbCellera's procurement of goods is identified as an area that can carry potential risks of forced or child labour. AbCellera recognizes that the risk of forced labour and child labour increases when operating in or procuring goods from locations with minimal legal protections for workers or high levels of poverty, inequality, political instability, and unemployment.

In 2024, the Company conducted a risk assessment that involved analyzing our procurement data, considering both the geographic location of suppliers and the types of commodities purchased, against recognized international resources, such as the U.S. Bureau of International Labor Affairs' List of Goods Produced by Child Labor or Forced Labor. The assessment did not identify any risks of forced and child labour in our supply chain.

Remediation measures and remediation of loss of income

AbCellera's approach to remediation is set out in the Code. We encourage the reporting and investigation of human rights violations. The Company does not tolerate direct or indirect acts or retaliation made in response to a good faith report.

To date, AbCellera has not received any complaints relating to forced labour or child labour in our operations or supply chain and has not taken any remediation measures or remedied the loss of income to families as a result of forced labour or child labour.

Employee training

Annually, AbCellera employees are required to acknowledge their understanding and commitment to uphold the Code, as described above. In addition, in 2024, company-wide communication was provided to establish awareness of the Act and our commitment to compliance alongside more specialized training for the Procurement team on the Act, its implications, and the development of relevant risk assessment processes.



Assessing effectiveness

We rely on our existing grievance mechanisms to ensure that complaints or concerns relating to human rights are heard and comprehensively addressed. As the Company has not identified any risks of forced and child labour, additional assessment measures have not been implemented.

Approval and attestation

In accordance with the requirements of the Act and, in particular, section 11(4)(b)(i) of the Act 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 experience, I attest that the information in the report is true, accurate, and complete in all material respects for the Act for the reporting year listed above.

Dated in Vancouver, British Columbia, this 30th day of May 2025.

A handwritten signature in black ink, appearing to read 'Carl Hansen', located below the date.

Carl Hansen, PhD
Chairman, CEO & President