

FOR THE FISCAL YEAR ENDING JANUARY 31, 2025

# Introduction

This is the statement covering modern slavery, forced labour, and child labour (“Statement”) for Asana, Inc. and its subsidiaries (collectively, “Asana”). This statement has been prepared in compliance with global modern slavery and forced labor-related legislation including the UK Modern Slavery Act of 2015, the California Transparency in Supply Chains Act 2010, the Australian Modern Slavery Act 2018, and Canada Bill S-211, which require that businesses disclose information concerning their efforts to address the risks of modern slavery and forced labor within their organization and in their supply chains. This Statement constitutes Asana’s forced labor and human trafficking statement for Asana’s fiscal year ending January 31, 2025 (FY2025).

# Our Business and Supply Chain

Asana’s mission is to help humanity thrive by enabling the world’s teams to work together effortlessly.

Asana is the leading work management platform for human + AI coordination, where teams set and track goals, drive strategic initiatives, and manage work in one place. Over 169,000 paying customers rely on Asana to align teams and accelerate organizational impact by managing and automating everything from goal setting and tracking to capacity planning to product launches and employee onboarding, and more.

Our secure and stable platform creates clarity, accountability, and impact for everyone within an organization—executives, department heads, team leads, and individuals—so everyone understands exactly who is doing what, by when, and why.

Asana is a U.S. publicly-traded corporation incorporated in Delaware, headquartered in San Francisco, California, and listed on both the New York Stock Exchange and the Long-Term Stock Exchange. Asana, including its subsidiaries, is governed by a board of directors, and that board of directors approves this statement for all subsidiaries before publication. Asana provides this joint statement for itself and on behalf of certain of its foreign subsidiaries, including Asana Software Australia Pty Ltd., Asana Software Canada Ltd., Asana France SAS, Asana Germany GmbH, Asana Software Iceland ehf, Asana Software Ireland Ltd., Asana Ireland Technology Ltd., Asana Japan KK, Asana Poland sp. z o.o., Asana Switzerland GmbH, Asana Software UK Ltd., and Asana Software Singapore Pte Ltd. Asana has one or more offices in each country where it has a subsidiary, and each local office has employees in that location. Asana and its consolidated subsidiaries share the same core business operations and supply chains as well as modern slavery policies, processes, and risks further described in this statement.

Based on our business model, Asana believes that the risk of modern slavery and forced labor in our business and supply chain and that of our subsidiaries is limited. Asana does not manufacture a tangible product—rather, we sell subscription licenses to our cloud based software platform globally through both direct sales and via our partners. We recognize that the provision of services and goods within our offices is also part of our global supply chain, and all vendors who provide goods or services to Asana go through our global vendor procurement processes, which are described in more detail below.

# Assessing and Managing Risk

While Asana is not at high risk for modern slavery in our business, we recognize that there is some risk present in every operation. To assess and manage that risk for Asana and Asana's subsidiaries, Asana's Global Procurement team screens all new vendors for all locations through Sovos and E2Open, which screen against various global sanctions lists and other regulations and standards. Vendors are screened as part of the initial evaluation and also on an ongoing basis throughout the term of their engagement with Asana. Asana also incorporates protections into our global vendor contracts by obligating vendors to comply with local laws and regulations as well as our Supplier Code of Conduct or substantially similar obligations regarding human trafficking and modern slavery. Asana maintains a record of vendor agreements and engagements.

# Code of Conduct and Ethics

Asana is committed to recognizing and supporting human rights. Asana complies with applicable laws and regulations governing our business. Our commitment to act with integrity in our business practices is memorialized in our [Code of Conduct and Ethics](#) (the "Code"), which provides guidance to our global employees, interns, contractors, officers, and board members (collectively, the "Asana community") on the policies, laws, rules, and regulations they are expected to follow.

Under the Code, Asana community members who become aware of a potential violation of the Code have a responsibility to report it. Asana offers several reporting channels for Asanas and business partners who may have ethics concerns, and promotes those channels through internal policies, communications, and training. The reporting channels include a 24-hour telephone hotline and web portal that allow users to report anonymously and often in the local language of our Asana offices. Any allegations of forced labor will be investigated internally, as needed, and under the direction and oversight of Asana's General Counsel. Retaliation against any individual that reports a modern slavery or human trafficking concern in good faith is strictly prohibited.

We have created a Supplier Code of Conduct in order to hold our vendors to the minimum standards of behavior that we expect in relation to matters such as integrity and ethics, trade sanctions and export controls, human rights, labor standards, environmental standards, and a commitment to ensure compliance with global modern slavery-related legislation. Our Supplier Code of Conduct - or, when necessary, substantially similar obligations - is/are included as a requirement in vendor contracts.

## Training

Recognising that it is important to educate Asanas about the potential for forced labor in our supply chain, Asana provides mandatory training on forced labor and human trafficking to all employees globally as part of Asana's annual compliance training program. Asana tracks progress and completion of the training globally. The training includes reporting and steps to be taken in the event an issue arises.

# Combating Modern Slavery - Goals for the fiscal year ending January 31, 2026 (FY2026)

Asana is committed to continuously improving our efforts to combat modern slavery and forced labor in our operations and supply chain. In FY2026, we will focus on the following goals:

1. Update and Include modern slavery and human trafficking awareness training in the annual compliance training for all employees.
2. Maintain inclusion of our Supplier Code of Conduct in standard vendor agreements and onboarding processes, and examine and update screening processes for vendors to account for Modern Slavery risks.
3. Monitor legislation for new and similar regulations in other jurisdictions as well as for updates to existing applicable legislation and include relevant updates in our next Modern Slavery Statement.

Asana will monitor and report on our progress in achieving these goals in our next Modern Slavery Act statement.

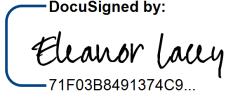
## Conclusion

We believe that these goals will help us further mitigate the risk of modern slavery and forced labor in our business and supply chain, and we remain committed to upholding the highest standards of ethical conduct and human rights.

# Approval and Signature

In accordance with the Act, this Statement is made by Asana, Inc. by and on behalf of itself and its consolidated subsidiaries. This Statement was approved by the Asana, Inc. Board of Directors on 30 May 2025, and then signed by Eleanor Lacey, General Counsel and Corporate Secretary.

In accordance with the requirements of the Acts, 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.

DocuSigned by:  
  
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Eleanor Lacey  
General Counsel and Corporate Secretary  
May 30, 2025

# Previous Modern Slavery Statement

[Fiscal Year 2024](#)