



Astellas Pharma Australia Pty Ltd
Modern Slavery Statement for the Year Ended 31 March 2025

Introduction / Background

Who is covered by this Modern Slavery statement?

This Modern Slavery statement (**Statement**) is made by Astellas Pharma Australia Pty Ltd (ABN 81 147 915 482) with registered office at Level 2, 2 Banfield Rd, Macquarie Park NSW 2113 Australia (referred to as **Astellas Australia**) in accordance with the Australian *Modern Slavery Act 2018* (Cth) (the **Act**) and covers the financial year from 1 April 2024 to 31 March 2025. No other entities are covered by this Statement. Astellas Pharma Australia Pty Ltd. is a subsidiary company, ultimately owned by Astellas Pharma Inc.

Astellas Australia together with other Astellas group companies (**Astellas** in this Statement) is dedicated to improving the health of people around the world through the provision of innovative and reliable pharmaceutical products. To find out more about what we do and our values, please go to: <https://www.astellas.com/en>.

Astellas Pharma Inc. (Astellas Australia's parent company) is a signatory to the United Nations Global Compact, which demonstrates our existing voluntary support for achieving sustainable growth, including our respect for internationally proclaimed human rights and our desire to ensure that we are not complicit in human rights abuses. Astellas Australia understands and supports Astellas Pharma Inc. to adhere to this commitment. In June 2025, Astellas Pharma Inc. was included in the FTSE4 Good Sustainability Index for the fourteenth consecutive year (with the period evaluated being the financial year ended 31 March 2025) which includes human rights and labour standards as part of its selection criteria.

We know that slavery, servitude, forced or compulsory labour, child labour and human trafficking (collectively referred to as **Modern Slavery** in this Statement) is a global, complex and increasing challenge for governments and business. Astellas is committed to doing its part to monitor and remediate any such issues it identifies in its operations and supply chains.

As a business, Astellas recognises our responsibility to respect human rights and manage the risk of Modern Slavery within our own organisation and supply chain.

Our Structure, Operations and Supply Chain

Our Structure

Astellas Australia is a proprietary company, limited by shares and incorporated in New South Wales. Astellas Australia employs approximately 85 people. Astellas Australia does not own or control any other entities.

Astellas Pharma Inc. is the ultimate holding company of the Astellas group including Astellas Australia. Astellas Pharma Inc. is incorporated in Japan and listed on the Tokyo Stock Exchange.

Our Operations

Astellas Australia is the sales and marketing affiliate for Australia and New Zealand. Our operations are conducted from our office in Macquarie Park, Sydney New South Wales.

Astellas Australia imports Astellas products into Australia.

Our Supply Chain

Astellas Australia's supply chain is comprised of suppliers of indirect goods and services (information technology, professional services, sales and marketing agencies and facilities). Examples of the goods and services procured are in the next section.

The products for which Astellas Australia has marketing authorizations are imported from countries outside Australia such as Ireland, the UK and Japan, then delivered by local wholesalers to hospitals and pharmacies.

Potential risks of Modern Slavery practices in our operations and supply chain

In its Commonwealth Modern Slavery Act 2018 – Guidance for Reporting Entities (Guidance), the Australian Government acknowledges that Modern Slavery is a complex problem and that Modern Slavery 'can occur in every industry and sector'.

The Australian Government recommends in its Guidance that reporting entities take a 'prioritised, risk-based approach' to assessing Modern Slavery risks including to consider risk factors such as the sector, industry, types of products and services, geographic locations and business models.

In our previous Statement for the reporting period ending 31 March 2024, we identified key risk areas based on the Guidance. During this reporting year, we have conducted a further review of our risks of Modern Slavery and based on our review, the following risk areas still apply:

- **Products and services:** Astellas Australia procures stationery, including for marketing purposes. Paper is globally recognised as a high-risk product. We procure the paper for our office use through established Australian suppliers who we consider to be lower risk.
- **Sector and industry risks:** Cleaning services and electronics are globally recognised as high-risk industries. Astellas Australia uses the same cleaning services arranged by the commercial property manager in the commercial office building where Astellas Australia operates. Our IT department also procures phone headsets, mobile phones, laptops, monitors and accessories from Australian suppliers who we consider to be lower risk.
- **Geographic risks:** We acknowledge that some countries may have higher risks of Modern Slavery. Astellas Australia does not directly procure goods from overseas entities but does procure some services from overseas entities through an Astellas global contract. In addition, we acknowledge that our Australian suppliers could source inputs and raw materials from entities which may be located in a higher-risk region for modern slavery.

We will use these potential risk factors to prioritise our supplier engagement activities over the next financial year(s).

At a global level, Astellas has conducted risk assessments to identify Modern Slavery risks in Astellas' operations and supply chain. The risk assessments and the outcomes of those assessments conducted at global level are as follows:

- Astellas has implemented a Third-Party Lifecycle Management (**TPLM**) program. The TPLM program assesses our business partners against established requirements covering several

global risk domains (including human / labour rights) to ensure compliance. This program is overseen by Astellas departments responsible for risk domain(s) that are properly aligned to their expertise.

- Astellas seeks to actively and appropriately manage risk throughout the lifecycle of a third-party relationship. As part of the TPLM program, Astellas conducts questionnaire surveys with both Astellas personnel who engage business partners as well as business partners in our supply chain, while assigning subject matter experts to review those responses prior to entering into an agreement. Astellas seeks to continuously measure, mitigate and monitor business partners' inherent risk.
- Astellas implemented the TPLM Program at the Astellas Australia level at the end of November 2020.
- Astellas also has whistleblowing helplines and in the year ended 31 March 2025 there were no significant human rights issues reported through these helplines.

During the year under review these global performance indicators did not identify any heightened risk of Modern Slavery.

Actions taken by us to assess and address risks

A group wide approach

Astellas has taken a global approach to addressing Modern Slavery issues and accordingly Astellas Australia complies with the following group policies that are intended to promote ethical and legally compliant business conduct, respect human rights and manage the risk of Modern Slavery within our own organisation and supply chain. These include:

- The Astellas Group Code of Conduct states our commitment against forced labour and, in the selection of business partners, their commitment to human rights and labour standards.
- The Astellas Business Partner Code of Conduct references the human rights of workers and specifically provides that business partners shall not use forced, bonded or indentured labour, involuntary prison labour or child labour. New business partners are required to certify their compliance with the Business Partner Code of Conduct.
- The Astellas Position on Human Rights which emphasizes and expands on our commitment to human rights and high labour standards, has been disclosed since April 2017 and was updated in November 2022. This is a commitment that supports embedding respect for human rights throughout the Astellas Group, complying with applicable local labour and employment laws and respect internationally-recognized basic human rights and labour standards, such as the International Bill of Human Rights, the United Nations Guiding Principles on Business and Human Rights and the International Labour Organization's Declaration on Fundamental Principles and Rights at Work.
- Astellas' Materiality Matrix identifies 'Responsible supply chain management' which includes human rights in labour in its definition as one of the 'Most Important' material issues on a scale of 'Important', 'Very Important' and 'Most Important'.

As mentioned above, Astellas has continued to implement the TPLM program to assess and address risks in our third-party business partner relationships and conducts a survey to assess and address human rights risks in our operations.

A speak up culture

Astellas fosters a speak up culture, which has not identified any actual incidents of Modern Slavery. Astellas employees are required to promptly report any known or suspected violation of the Astellas Group Code of Conduct or other illegal or unethical behaviour or business practice. Therefore, if there are any concerns relating to Modern Slavery, these can be raised in confidence without fear of retaliation directly to a manager or through independent third party and internal whistleblowing helplines.

Astellas maintains internal accountability standards and procedures for employees or contractors failing to meet Astellas' standards regarding Modern Slavery by documenting and / or investigating alleged violations of the Astellas Group Code of Conduct, which can result in disciplinary action in accordance with applicable laws, regulations, and Astellas policies and procedures in the relevant country of employment or assignment. Disciplinary action can vary based on country of employment or assignment; it may include implementation of corrective actions or termination of the relationship.

We understand the need for employee feedback and the right to remedy, and so we have implemented reporting mechanisms through which employees can file complaints, without fear of reprisal and on a confidential basis.

Training and education

- Astellas provides an e-learning and/or live trainings to introduce the Astellas Group Code of Conduct which states among other things our commitment to respecting human rights including the prohibition of child labour and forced labour. Non-executive outside directors and all Astellas employees, full / part time directors, and officers worldwide are required to take this training.
- A message from the Head of Sustainability was sent to all Astellas group employees to remind them of the importance of Astellas' engagement with human rights issues in December 2024. Astellas provides business partners with the Astellas Business Partner Code of Conduct.

Our Approach to Risk Management

Our activities to combat Modern Slavery are risk based and will continue to correspond with the level of risk identified. We consider this to be consistent with the Guidance where the Australian Government encourages reporting entities to take a prioritised, risk-based approach.

Pursuant to the Astellas Group Code of Conduct, Astellas selects business partners based on various qualifying criteria, including their commitment to human and labour rights and other ethical and social responsibility standards, including past conduct relating to those issues.

Astellas has a whistleblowing helpline link on the Astellas global website to enable reporting of a suspected violation of any Astellas policy, procedure or Astellas Code of Conduct. Anyone can access the whistleblowing helpline link (<https://www.astellas.com/en/contact-us>) to report any non-compliance.

If Astellas identifies non-compliance with a contractual, legal, regulatory, or industry-based requirement, Astellas works with business partners to correct the issue. If the issue cannot be corrected, Astellas reserves the right to transition to a different partner.

Astellas does not direct, authorize, or condone any illegal act by our business partners. Astellas requires their compliance with all applicable laws, regulations, and industry codes, as well as their contractual obligations to Astellas in accordance with relevant Astellas policies and procedures. Astellas requires business partners to respect human rights in their own operations, and business partners are required to certify compliance with laws regarding labour, slavery, and human trafficking in the countries in which they are doing business. When engaging third party business partners, Astellas enters into an agreement setting forth the terms and conditions of the business relationship,

including applicable human rights and anti-slavery laws. After entering into a business relationship, Astellas conducts on-going monitoring of business partners to assess performance and compliance with applicable contractual provisions.

Communicating what we are doing

Astellas Australia intends to publish this Statement on our website and provide the statement to the Attorney-General's Department for publication on the online central register.

Measuring Effectiveness

In order to monitor the effectiveness of the steps we are taking; we will continue to:

- monitor Modern Slavery concerns raised with whistleblowing helplines centralized by Astellas; and
- develop a corrective and preventative action plan, including auditing, where we assess that there may be a heightened risk of Modern Slavery with specific business partners.

Astellas Australia has implemented the TPLM program since November 2020 to conduct risk assessments and ongoing due diligence of business partners. The program assesses our business partners against established requirements covering several global risk domains (including human / labour rights) to ensure compliance.

As part of the TPLM program, Astellas Australia conducts questionnaire surveys with both Astellas personnel who engage business partners as well as business partners in our supply chain, while assigning subject matter experts to review those responses prior to entering into an agreement.

Looking Forward

In order to raise awareness about the risks of Modern Slavery, we will take the following actions during future reporting periods:

- Astellas Australia will seek to actively and appropriately manage risk throughout the lifecycle of a third-party relationship. This program is overseen by Astellas departments responsible for risk domain(s) that are properly aligned to their expertise.
- Astellas will seek to actively and appropriately measure, mitigate and monitor business partners' inherent risk. Since the inception of the TPLM program, there have been limited human / labour rights issues identified to date.

Consultation

Astellas Australia does not own or control other entities and accordingly consultation for the purpose of the Act was not required. We did, however, consult and work with Astellas Pharma Inc. on developing this Statement.

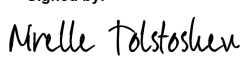
Other relevant information

Modern Slavery laws in other jurisdictions

Other Astellas group companies are also required to comply with Modern Slavery laws in other jurisdictions. Astellas Australia has had the benefit of working closely with Modern Slavery law experts in other jurisdictions.

In addition, Astellas Australia is sharing information about the Australian regime with other Astellas group companies in recognition that the Act is considered by global civil society groups as a significant “step up” in Modern Slavery law reporting requirements. We hope that this knowledge sharing will contribute in a meaningful way to the development of relevant policies and procedures.

This Statement was approved by the board of directors of Astellas Pharma Australia Pty Ltd on 20 August 2025.

Signed by:

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Nirelle Tolstoshev
Director
Astellas Pharma Australia Pty Ltd

20 August 2025

Astellas Pharma Australia Pty Ltd. Registered in New South Wales number ABN 81 147 915 482 with registered office at Level 2, 2 Banfield Rd Macquarie Park NSW 2113 Australia.