



Modern Slavery Statement for the Year Ended 31 March 2026

Introduction / Background

This statement is made by Astellas Pharma Inc. and its subsidiaries that are subject to modern slavery-related reporting requirements (the “Reporting Entities,” see Annex 1 for details), collectively referred to as “Astellas” in this statement. It is a joint statement made in accordance with Australia’s Modern Slavery Act 2018 (Cth), California’s Transparency in Supply Chains Act 2010, Canada’s Fighting Against Forced Labour and Child Labour in Supply Chains Act 2023, and the UK’s Modern Slavery Act 2015, and covers the financial year from 1 April 2025 to 31 March 2026. It also includes work undertaken in the period from 1 April 2026.

Astellas has taken a global approach to addressing slavery, servitude, forced or compulsory labour, child labour, and human trafficking (collectively, “Modern Slavery”). The Reporting Entities, as members of the Astellas group of companies, adhere to various policies, procedures, and practices set at the Astellas level, including by parent company Astellas Pharma Inc. Astellas has consulted with the Reporting Entities in preparing this statement. We know that Modern Slavery 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.

Our Business, Organisational Structure, and Supply Chain

Astellas is dedicated to improving the health of people around the world through the provision of innovative and reliable pharmaceutical products. Astellas Pharma Inc., incorporated in Japan and listed on the Tokyo Stock Exchange, is the ultimate holding company of the Astellas group. To find out more about what we do and our values, please go to: <https://www.astellas.com/en>.

Astellas Pharma Inc. 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. The Reporting Entities understand and help Astellas Pharma Inc. to adhere to this commitment. In June 2025 Astellas Pharma Inc. was included in the FTSE4Good Sustainability Index for the thirteenth consecutive year which includes human rights and labour standards as part of its selection criteria.

Astellas’ supply chain is comprised of (i) suppliers of direct materials (manufactured and packaged active pharmaceutical ingredients, drug products and related materials), (ii) suppliers of indirect goods and services (information technology, professional services, sales and marketing agencies and facilities), and (iii) suppliers of research and clinical goods and services (pre-clinical and / or clinical research organisations and laboratories). As with any global supply chain, there may be risks of Modern Slavery in these supply chains, in particular in the supply chains of direct materials for our products. There may also be risks arising from indirect goods and services, including products procured for use in our offices and plants, such as paper used in our offices, and services used in our offices and plants requiring external staff who are not hired or vetted by Astellas, such as cleaning and other logistical staff.

Outlined below are the various steps that Astellas has taken to identify, assess, and manage these risks.

Our Policies on Modern Slavery

As a business Astellas recognises its responsibility to promote ethical and legally compliant business conduct, respect human rights, and manage the risk of Modern Slavery within our own organisation and supply chains, including with respect to the operations and supply chains of the Reporting Entities. Astellas has, therefore, set the following group policies, each of which apply to all members of the Astellas group of companies, including the Reporting Entities:

- [The Astellas Code of Conduct](#) states our commitment against forced labour and, in the selection of business partners, their commitment to human rights and labour standards. We expect our business partners to meet basic human rights and labour standards.
- [The Astellas Position on Human Rights](#), which emphasizes and expands on our commitment to human rights and high labour standards. This 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 respecting internationally-recognised basic human rights and labour standards, such as the International Bill of Human Rights, the United Nations Guiding Principles on Business and Human Rights (UNGPs), and the International Labour Organization's Declaration on Fundamental Principles and Rights at Work.
- [Astellas' Materiality Matrix](#) has identified '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'.
- [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. The Business Partner Code of Conduct specifically sets forth Astellas' requirements with respect to labour and human rights, including freely chosen employment. New business partners are required to certify their compliance with the Business Partner Code of Conduct.
- Astellas also has a speak up culture as part of its [Culture of Integrity](#). Astellas personnel are required to promptly report any known or suspected violation of the Astellas Code of Conduct or other illegal or unethical behavior or business practice. Therefore, if there are any concerns relating to Modern Slavery or issues relating to unlawful conduct these can be raised in confidence without fear of retaliation directly to a manager or through independent third party and internal whistleblowing hotlines.

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 Code of Conduct and imposing disciplinary action pursuant to Astellas policies and procedures. Disciplinary action can vary based on country of employment or assignment; it may include implementation of corrective actions or termination of the relationship.

Risk Assessment and Due Diligence Processes

Reflecting the UNGPs, our activities to combat Modern Slavery, described below, are risk-based and will continue to correspond with the level of risk identified.

Pursuant to the Astellas Code of Conduct, Astellas selects business partners based on various qualifying criteria, including commitment to human and labour rights and other ethical and social responsibility standards, including past conduct relating to those issues. Before engaging third party business partners for any new engagement (including new engagements with existing business partners), Astellas conducts a preliminary risk assessment to identify risks and assess the business

partner's ability to meet Astellas' human rights and anti-slavery requirements. Astellas may determine that certain conditions must be satisfied before moving forward with an agreement. If the relevant risk cannot be mitigated, Astellas may seek to engage with a different third party business 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 ongoing monitoring of business partners to assess performance and compliance with applicable contractual provisions. Astellas does not currently conduct audits of its business partners' compliance with Astellas standards for Modern Slavery in supply chains.

Astellas has undertaken or begun the following risk assessment and due diligence processes in its business and supply chains – including in the business and supply chains of the Reporting Entities – during the reporting period:

- Astellas conducts a survey to assess and address human rights risk in our operations.
- Astellas has implemented a Third Party Lifecycle Management (TPLM) program to conduct initial risk assessments and ongoing due diligence of business partners. The TPLM program assesses our business partners' compliance with established requirements covering several global risk domains, including human rights and labour standards. 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. The nature, timing, and extent of monitoring / oversight activities takes a risk-based approach, meaning that each monitoring plan will be tailored to the particular risks presented. If questionnaire surveys identify non-compliance with an indicated risk, Astellas works with business partners to correct the issue. If the issue cannot be corrected, Astellas reserves the right to terminate its agreement with the partner.

Measuring Effectiveness

In order to monitor the effectiveness of the steps Astellas has taken to seek to prevent Modern Slavery taking place in the group's business and supply chains – including the business and supply chains of the Reporting Entities – Astellas has and will continue to:

- Review the responses to the questionnaires received from business partners.
- Monitor Modern Slavery concerns raised using whistleblowing hotlines.
- Develop a corrective and preventative action plan, where we assess that there may be a heightened risk of Modern Slavery at specific business partners.

Training

In order to raise awareness about the risks of Modern Slavery within the Astellas organisation and supply chain and to ensure that employees understand Astellas policies and commitments, we have taken the following steps:

- Astellas provides personnel with e-learning and/or live trainings to introduce the Astellas 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 Astellas employees, full / part time directors, and officers worldwide are required to take this training.
- Astellas provides business partners with the Astellas Business Partner Code of Conduct.
 - A message from the Head of Sustainability was sent to all Astellas group employees to remind them of the importance of Astellas' engagement in human rights issues in December 2024.

Measures Taken to Remediate Modern Slavery and Loss of Income

During the reporting period Astellas did not identify any heightened risk or specific instances of Modern Slavery in its business or supply chains, including the business or supply chains of the Reporting Entities.

Accordingly, no measures were necessary to be taken to remediate (i) Modern Slavery or (ii) the loss of income incurred by the most vulnerable families that resulted from any measure taken to eliminate the use of Modern Slavery from Astellas' activities and supply chains.

Attestation

This report has been approved by the Board of Directors of Astellas Pharma Canada, Inc. on its own behalf.

Signed by:
Signature: 
20C8573368354A2...
Name: Sandra Heller
Title: General Manager
I have authority to bind Astellas Pharma Canada, Inc.
Date: 28 May 2026 | 10:54 AM EDT

Astellas Pharma Inc. a corporation established under the laws of Japan, with its seat in Tokyo, Japan, registered with the Houmukyoku (Legal Affairs Bureau of Japan) under registration number 010001034966.

Astellas Pharma Canada, Inc., a corporation established under the laws of Canada, registered in Canada with Ontario Corporation Number 559426 with registered office at 675 Cochrane Drive, Suite 650 West Tower Markham, Ontario L3R 0B8, Canada.

Annex 1:

Astellas Entities with Modern Slavery-Related Reporting Requirements (Reporting Entities)

Law	Covered Entities	Additional Information
Australia Modern Slavery Act 2018 (Cth)	<ul style="list-style-type: none"> • Astellas Pharma Australia Pty Ltd 	<ul style="list-style-type: none"> • Astellas Pharma Australia Pty Ltd is incorporated in New South Wales (ABN 81 147 915 482) with registered office at Level 2, 2 Banfield Rd, Macquarie Park NSW 2113 Australia. It is a proprietary company, limited by shares and employs approximately 85 people. It does not own or control any other entities. • Astellas Pharma Australia Pty Ltd. is a subsidiary company, ultimately owned by Astellas Pharma Inc. It is the sales and marketing affiliate for Australia and New Zealand, and imports Astellas products into Australia.
California Transparency in Supply Chains Act 2010	<ul style="list-style-type: none"> • Astellas US Technologies, Inc. 	<ul style="list-style-type: none"> • Astellas US Technologies, Inc. is incorporated in Delaware with registered office at 2375 Waterview Drive, Northbrook, IL, 60062, USA. • Astellas US Technologies, Inc. is a subsidiary company, ultimately owned by Astellas Pharma Inc. Among other responsibilities, this entity is the supply chain planning, logistics, and distribution affiliate for the U.S.
Canada Fighting Against Forced Labour and Child Labour in Supply Chains Act 2023	<ul style="list-style-type: none"> • Astellas Pharma Canada, Inc. 	<ul style="list-style-type: none"> • Astellas Pharma Canada, Inc. is a corporation established under the laws of Canada, registered in Canada with Ontario Corporation Number 559426 with registered office at 675 Cochrane Drive, Suite 650 West Tower Markham, Ontario L3R 0B8, Canada. • Astellas Pharma Canada, Inc. is a subsidiary company, ultimately owned by Astellas Pharma Inc. Astellas Pharma Canada, Inc. is incorporated in Ontario, Canada and is the sales and marketing affiliate for Canada.
UK Modern Slavery Act 2015	<ul style="list-style-type: none"> • Astellas Pharma Inc. • Astellas Pharma Europe Ltd. • Astellas Pharma Ltd. 	<ul style="list-style-type: none"> • Astellas Pharma Inc. is a corporation established under the laws of Japan, with its seat in Tokyo, Japan, registered with the Houmukyoku

		<p>(Legal Affairs Bureau of Japan) under registration number 010001034966. It is the ultimate holding company of the Astellas group, and is listed on the Tokyo Stock Exchange.</p> <ul style="list-style-type: none"> • Astellas Pharma Europe Ltd. is incorporated in England & Wales (number 02486792) with registered office at 300 Dashwood Lang Road, Bourne Business Park, Addlestone, KT15 2NX UK. It is the regional headquarters for Astellas' operations in Europe, the Middle East and Africa. • Astellas Pharma Ltd. is incorporated in England & Wales (number 00787610) with registered office at 300 Dashwood Lang Road, Bourne Business Park, Addlestone, KT15 2NX UK. It is the sales and marketing affiliate for the UK. • Both Astellas Pharma Europe Ltd. and Astellas Pharma Ltd. are subsidiary companies, ultimately owned by Astellas Pharma Inc.
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