



Slavery and Human Trafficking Statement for the Year Ended 31 March 2025

1. Introduction / Background

This statement is made by Astellas Pharma Inc., Astellas Pharma Europe Ltd. and Astellas Pharma Ltd. (collectively referred to as “Astellas” in this statement). It is a statement made in accordance with Section 54 of the UK Modern Slavery Act 2015 and covers the financial year from 1 April 2024 to 31 March 2025. It also includes work undertaken in the period from 1 April 2025.

Astellas is dedicated to improving the health of people around the world through the provision of innovative and reliable pharmaceutical products.

2. Our Business, Organisational Structure and Supply Chain

Astellas Pharma Inc. is the ultimate holding company of the Astellas group, incorporated in Japan and listed on the Tokyo Stock Exchange. Astellas Pharma Europe Ltd., incorporated in England & Wales, is the regional headquarters for Astellas’ operations in Europe, the Middle East and Africa (“EMEA”). Astellas Pharma Ltd., incorporated in England & Wales, 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.

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).

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, and both Astellas Pharma Europe Ltd. and Astellas Pharma Ltd. understand and help Astellas Pharma Inc. to adhere to this commitment. In July 2025, Astellas Pharma Inc. was included in the FTSE4Good Sustainability Index for the fourteenth consecutive year which includes human rights and labour standards as part of its selection criteria.

We know that slavery, servitude, forced or compulsory labour and human trafficking (collectively referred to as “Modern Slavery” in this statement) is a global 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.

3. Our Existing Policies on Slavery and Human Trafficking

As a business we recognise our responsibility to respect human rights and manage the risk of Modern Slavery within our own organisation and supply chain. We have, therefore, set the following positions, which are adopted by each of the entities making this statement.

- [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 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 updated in November 2022. This is a commitment that supports embedding respect for human rights throughout the Astellas group.
- 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 in a scale of 'Important', 'Very Important', '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. New business partners are required to certify their compliance with the Business Partner Code of Conduct.
- Astellas also has a speak up culture. Astellas personnel are required to promptly report any known or suspected violation of the Astellas Group 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 (including discrimination) 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 Group 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.

4. Risk Assessment and Due Diligence Processes

Reflecting the United Nations Guiding Principles on Business and Human Rights (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 Group Code of Conduct](#), Astellas selects business partners based on various qualifying criteria, including commitment to human and labor 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 labor, 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.

We have undertaken or begun the following risk assessment and due diligence processes in our business and supply chains during the period:

- 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 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. 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.
- In the year ended 31 March 2025 there were no significant human rights issues reported through whistleblowing hotlines.

5. Measuring Effectiveness – Performance Indicators

In order to monitor the effectiveness of the steps we have taken to seek to prevent Modern Slavery taking place in our business and supply chains we will continue to:

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

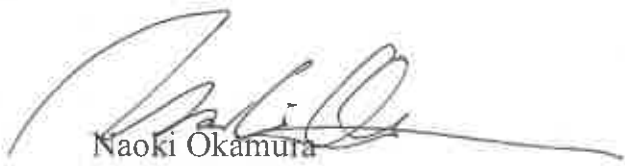
During the year under review performance indicators did not identify any heightened risk of Modern Slavery.

6. Training

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

- 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 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.

This statement was approved by the board of directors of Astellas Pharma Inc. on 30 July 2025 and by the boards of directors of Astellas Pharma Ltd. and Astellas Pharma Europe Ltd. on 24 July and 29 July 2025 respectively. Astellas Pharma Europe Ltd. and Astellas Pharma Ltd. have delegated signing of the statement to Astellas Pharma Inc.



Naoki Okamura

Representative Director, President and CEO, Chairman of the Board

Astellas Pharma Inc.

27 August 2025

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 Europe Ltd. Registered in England and Wales number 02486792 with registered office at 300 Dashwood Lang Road, Bourne Business Park, Addlestone, KT15 2NX United Kingdom.

Astellas Pharma Ltd. Registered in England and Wales number 00787610 with registered office at 300 Dashwood Lang Road, Bourne Business Park, Addlestone, KT15 2NX United Kingdom.