



Fighting Against Forced Labour and Child Labour in Supply Chains Act Statement for the Financial Year Ended 31 March 2024

1. Introduction / Background

This statement is made by Astellas Pharma Canada, Inc. It is a statement made in accordance with Section 11 of the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (the “Act”) and covers the financial year from 1 April 2023 to 31 March 2024. It also includes work undertaken in the period from 1 April 2024. In this report, Astellas collectively refers to slavery, servitude, forced and child or compulsory labour and human trafficking as “Forced and Child Labour”.

2. Structure, Activities and Supply Chains

Astellas Pharma Inc. is the ultimate holding company of the Astellas group, incorporated in Japan and listed on the Tokyo Stock Exchange. Astellas Pharma Canada, Inc. (“Astellas Canada”), incorporated in Ontario Canada, is the sales and marketing affiliate for Canada. In this statement, “Astellas” refers to the Astellas group of companies, including Astellas Canada. Astellas Canada, as a member of the Astellas group of companies, adheres to various policies, procedures, and practices set at the Astellas level, including by its parent company Astellas Pharma Inc.

Astellas is dedicated to improving the health of people around the world through the provision of innovative and reliable pharmaceutical products. 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 Forced and Child Labour in these supply chains. Particular potential risks include suppliers of raw materials. Outlined below are the various steps that Astellas has taken to identify, assess, and manage these potential risks.

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. In June 2023, Astellas Pharma Inc. was included in the FTSE4Good Sustainability Index for the twelfth consecutive year which includes human rights and labour standards as part of its selection criteria.

3. Our Existing Policies on Forced and Child Labour

As a business Astellas recognises its responsibility to respect human rights and manage the risk of Forced and Child Labour within its own operations and supply chain, including with respect to the operations and supply chain of Astellas Canada.

Astellas has, therefore, set the following positions, each of which apply to all members of the Astellas group of companies, including Astellas Canada:

- [The Astellas Group Code of Conduct](#) states our commitment against Forced and Child 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 emphasises 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.
- 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 for Astellas, which are classified in 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.
- 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 behaviour or business practice. Therefore, if there are any concerns relating to Forced or Child Labour these can be raised in confidence without fear of retaliation directly to a manager or through independent third party and internal whistleblowing hotlines.

4. Risk Assessment and Due Diligence Processes

Reflecting the United Nations Guiding Principles on Business and Human Rights (UNGPs), Astellas' activities to combat Forced and Child Labour, described below, are risk based and will continue to correspond with the level of risk identified. Astellas has undertaken or begun the following risk assessment and due diligence processes in its business and supply chains – including the business and supply chains of Astellas Canada – during the reporting period:

- 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. Astellas seeks 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.
- 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.
- In the financial year ended 31 March 2024 there were no instances of Forced or Child Labour reported through whistleblowing hotlines.

5. Assessing Effectiveness – Performance Indicators

In order to monitor the effectiveness of the steps Astellas has taken to seek to prevent Forced and Child Labour taking place in the group's business and supply chains – including the business and supply chains of Astellas Canada – Astellas has and will continue to:

- Review the responses to the questionnaires received from business partners;

- Monitor Forced and Child Labour 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 Forced and Child Labour at specific business partners.

During the reporting period, performance indicators did not identify any heightened risk of Forced and Child Labour.

6. Training

In order to raise awareness about the risks of Forced and Child Labour within the Astellas organisation and supply chain and to ensure that employees understand company policies and commitments, Astellas has taken the following steps:

- Astellas provides e-learning and / or live trainings on the Astellas Group Code of Conduct which states, among other things, our commitment to respecting human rights including the prohibition of Forced and Child Labour. Non-executive outside directors, 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 2023.

7. Measures Taken to Remediate Forced or Child Labour and Loss of Income

During the reporting period Astellas did not identify any heightened risk or specific instances of Forced or Child Labour in its business or supply chains, including the business or supply chains of Astellas Canada.

Accordingly, no measures were necessary to be taken to remediate (i) Forced or Child Labour or (ii) the loss of income incurred by the most vulnerable families that resulted from any measure taken to eliminate the use of Forced or Child Labour 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.

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Signature: _____
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Name: Frank Stramaglia
Title: General Manager

I have authority to bind Astellas Pharma Canada, Inc.

Date: May 29, 2024

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.