



ViatriS' Modern Slavery Statement

ViatriS is a global healthcare company committed to building sustainable access to medicine at scale. We believe every person matters and deserves the opportunity to live a healthy life. ViatriS markets thousands of products in the majority of regions throughout the world. This policy statement applies to the 2024 calendar year, applies to Alphapharm Pty Limited (ACN 002 359 739), ViatriS Pty Ltd (ACN 601 608 771), Upjohn Australia Pty Ltd (ACN 629 389 911), Mylan Australia Pty Ltd (ACN 126 990 029) and Mylan Australia Holding Pty Ltd (ACN 127 537 302) and is made pursuant to the *Modern Slavery Act 2018* (Cth), which requires public disclosures regarding our efforts to eradicate slavery and human trafficking from our supply chains and businesses.

ViatriS is a signatory to the United Nations Global Compact and is committed to the Compact's ten principles related to human rights, labour, environment, and anti-corruption. We respect the International Bill of Human Rights and the Fundamental Conventions of the International Labour Organization. We are committed to conducting business in accordance with the highest degree of integrity and in compliance with applicable laws, which includes recognising and respecting human rights. ViatriS prohibits forced labour and all forms of slavery and human trafficking within our own operations, in our supply chain and businesses as described in this policy statement and our Global Policy on Combating Trafficking in Persons. This commitment is also reflected in our Code of Business Conduct and Ethics, which outlines the ethical standards we follow to conduct business throughout the world; and in ViatriS' Supplier Code of Conduct (the "Supplier Code"). The Supplier Code prohibits our suppliers from using forced, bonded, indentured, or illegal child labour; requires suppliers to respect workers' freedom of association; and requires adherence to all applicable laws regarding wages, benefits, hours of work, and working conditions. The Supplier Code also prohibits our suppliers from supporting, promoting, or engaging in slavery or human trafficking. ViatriS' annual Sustainability Report describes ViatriS' commitments relevant to the aforementioned. ViatriS' above-mentioned policies and Sustainability Report are publicly available on ViatriS.com.

Partnerships and collaboration are essential for real progress and impact concerning these issues. To that end, ViatriS is a full active member of the Pharmaceutical Supply Chain Initiative (**PSCI**), an organisation of pharmaceutical companies, whose purpose is to define, establish, and promote responsible supply chain practices, human rights, environmental sustainability and responsible business. PSCI's Principles state, among other things, that suppliers shall uphold the human rights of workers by not using forced, bonded labour, indentured or child labour. The PSCI Principles are available online at: <https://pscinitiative.org/resources>. Building upon PSCI's principles, ViatriS contributes to the Human Rights topic team within PSCI, working to improve human rights and labour practices within pharmaceutical supply chains.

Verification

We require all employees to certify that they have read, understand and agree to comply with Viatris' Code of Business Conduct and Ethics as well as complete training on the company's Supplier Code. We track direct and indirect suppliers who receive the Supplier Code. Our standard supply agreement template includes sustainability language, reference to our Supplier Code and clear language on the right to follow up as needed. Any potentially high-risk business partners undergo a due diligence review and annual monitoring. Viatris' third-party due diligence process involves an assessment of any issues (environmental, legal, social, or otherwise) that have been brought to light in the public sphere regarding a supplier or any other third party. Viatris has a supplier risk assessment program covering the risk of slavery and human trafficking, as part of wider efforts to promote sustainable practices in the supply chain.

Supplier Audits

Viatris continues to increase the scale of its program for supplier sustainability and risk assessment. As part of this program, suppliers are subject to risk assessments and audits with relevance to slavery and human trafficking. We continue to assess risk through PSCI audits and use of independent external human rights auditors in risk jurisdictions. As part of PSCI, we work together with other pharmaceutical businesses to conduct supplier audits utilising a common standard that reflects United Nations Guiding Principles. Viatris and its affiliates are devising their own audit plans based on legislative requirements and local risk profiles to independently assess supplier compliance.

Certification

Viatris expects that our suppliers adhere to the Supplier Code which provides guidance and requirements for doing business with Viatris. In addition, suppliers are required to comply with the terms and conditions of applicable contracts and purchase orders entered between the parties. Suppliers doing business with Viatris under these terms and conditions agrees it will comply with all applicable laws and regulations in its performance of the contract. We reserve the right to assess suppliers' compliance with the Supplier Code through use of Viatris personnel or third parties. Viatris provides our Supplier Code to suppliers for their acknowledgement as part of the new source selection process for direct materials or renewal of existing supply agreements for direct raw materials and finished dose products.

Internal Accountability

Viatris' Code of Business Conduct and Ethics, and other policies, subject employees and contractors who violate law or policy to discipline, including termination of employment or contract.

Employees and external stakeholders are encouraged to report concerns about potential violations of company policy and are provided numerous tools for doing so as described in the Code of Business Conduct and Ethics and the Supplier Code, including the [Viatris Compliance Line](#).

Training

Viatris ensures that all employees receive communications and training on our Code of Business Conduct and Ethics and certify their compliance with it. Most Viatris employees,

including all employees involved in managing our procurement and supply chain activities have mandatory training on Viatris' Supplier Code, including training on the topic of Labour and Human Rights. Viatris' internal communication and certain market-specific training instructs employees how to identify risks concerning all forms of slavery and human trafficking, and how to report any suspected illegal activity. Through PSCI, Viatris' suppliers are encouraged to participate in trainings and capacity building events.

Australian subsidiaries specific update

Viatris consulted the relevant companies we own or control in the development of this statement.

Viatris group in Australia operates in the pharmaceutical wholesaling industry in Australia and characterised as a wholesale distributor of branded and generic pharmaceutical products and vaccinations, which includes both prescription and over-the-counter (OTC) medicines. In addition, Viatris group in Australia has a manufacturing facility in Carole Park, QLD.

Viatris group in Australia purchases products from international related parties and is responsible for the marketing and distribution of these products in the Australian market. With respect to the products manufactured in Carole Park, they are sold to international related parties and third-party domestic customers in Australia.

We have implemented and continue to refine our modern slavery framework including leveraging Viatris' membership of the PSCI. This framework establishes our business' processes in respect to supplier engagement and principles related to modern slavery and human trafficking concerns. We have also introduced a Modern Slavery Awareness Training program which is compulsory for all employees to complete on an annual basis.

We reviewed our operations and supply chain to identify modern slavery related risks. Within Viatris own operations, we believe there is a low risk of adverse human rights impacts, including modern slavery and decent working condition violations. Viatris has robust labour, Human Resources and workplace health and safety practices, policies and processes are in place along with employee trainings. Furthermore, Australia is considered to have low modern slavery risk from a geographic perspective and the pharmaceutical industry is highly regulated. We are aware of potentially heightened exposure to modern slavery risks in relation to third party labour suppliers such as cleaning services, security and hospitality. We have performed a review of their labour practices, with no significant adverse findings.

With regards to our external supply chain, the risk of modern slavery is predominantly driven by our suppliers. The risk is influenced by multiple factors, firstly geographical locations especially those suppliers located in countries that are more vulnerable to modern slavery and that sit on the higher end of the Walk Free Foundation's Global Slavery Index. And secondly, the inherent risk of suppliers driven by the sector that they operate in such as technology, manufacturing and construction. To mitigate risks, Viatris as part of PSCI, works together with other pharmaceutical businesses to conduct supplier audits utilising a common standard that reflects United Nations Guiding Principles.

We recognise that our review and assessment of our actions to identify and address our modern slavery risks in our operations and across our supply chain will be an ongoing and evolving process that we are committed to continue to build upon. We will continue to work on developing frameworks and processes to ensure we can review the effectiveness of the actions we are taking to assess and address modern slavery risks in our operations and supply chains.

This statement was approved by the boards of each of the five reporting entities covered in this statement. The boards of Alphapharm Pty Limited (ACN 002 359 739), Viatrix Pty Ltd (ACN 601 608 771), Upjohn Australia Pty Ltd (ACN 629 389 911), Mylan Australia Pty Ltd (ACN 126 990 029) and Mylan Australia Holding Pty Ltd (ACN 127 537 302) approved this statement on 1 MAY 2025.



Ludovic Laporte
Director and Company Secretary

Alphapharm Pty Limited (ACN 002 359 739);
Viatrix Pty Ltd (ACN 601 608 771);
Upjohn Australia Pty Ltd (ACN 629 389 911);
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Dated: 1 MAY 2025