



Telix Pharmaceuticals

2024 Modern Slavery and Transparency in Supply Chain Statement

ABOUT THIS STATEMENT

This 2024 Modern Slavery and Transparency in Supply Chain Statement (“**Statement**”) is submitted by Telix Pharmaceuticals Limited (“**Telix**”, “**Company**”, “**our**”) pursuant to the following applicable legislation (together, “**Applicable Laws**”):

- Australian **Modern Slavery Act 2018 (Cth)**
- Canadian **Fighting Against Forced Labour and Child Labour in Supply Chains Act (2024)**
- United States **California Transparency in Supply Chains Act (2010)**

This Statement applies to **Telix Pharmaceuticals Limited** and the reporting entities identified in the Appendix (together, the “**Group**”). While not all subsidiaries are legally required to report, our practices are applied consistently across the Group. The Statement also outlines our internal consultation and approval processes.

Unless otherwise specified, this Statement covers our structure and operations from **1 January 2024 to 31 December 2024**. It builds on the foundation established by Telix’s inaugural 2022 Statement (published in 2023) characterising our continued efforts to identify, assess, and address modern slavery risks across our global operations and supply chain.

This Statement provides an overview of our:

- Commitment to protecting human rights and opposing modern slavery, child labour, and forced labour;
- Organisational structure, operations, and supply chain footprint;
- Approach to risk identification, due diligence, and mitigation;
- Governance model and methods for tracking effectiveness; and,
- Progress, achievements, and future priorities in modern slavery compliance.

In addition to requirements under Applicable Laws, Telix monitors legislation and regulatory requirements around the world. Future Statements will reflect any of our updated obligations based on newly applicable, or revised, laws.

This Statement should be read alongside our other public disclosures that may discuss our obligations to comply with modern slavery risks, including our **2024 Annual Report**, **2024 Corporate Governance Statement**, and **2024 Sustainability Report**, available at ir.telixpharma.com (our “**Website**”).

KEY UPDATES SINCE OUR 2023 STATEMENT

Since our inaugural Statement, Telix has continued to make strong progress and build upon the depth of our previous work to serve as a good global corporate citizen in combatting modern slavery in our supply chain and operations. In 2024 and early 2025 Telix grew significantly, through both organic growth and M&A activities, with a focus on expanding our internal research, manufacturing, and distribution capabilities to reduce our reliance on external suppliers and enhance control of our supply chain, thereby mitigating modern slavery risks. This summary table demonstrates where we made progress in 2024, and where we plan to focus in 2025.

TOPIC	FOCUS FOR 2024	PROGRESS IN 2024	FOCUS IN 2025
TRAINING AND COMMUNICATION ON MODERN SLAVERY STANDARDS AND RISKS	<ul style="list-style-type: none"> • Continue mandatory training for all new employees and annual refresher for current employees. • Train all transferring employees from acquired companies on modern slavery risks. • Develop targeted training for employees 	<ul style="list-style-type: none"> • Despite significant growth in headcount (organic and through acquisitions), all new or transferring employees required to complete training on modern slavery risks. • All current employees assigned annual refresher training. • Targeted collaboration with procurement staff on 	<ul style="list-style-type: none"> • Continue mandatory training for all new employees and annual refresher for current employees. • Continue to train all transferring employees from acquired companies on modern slavery risks. • Refresh plan with new Procurement leaders

ORGANISATIONAL STRUCTURE & PEOPLE	with direct responsibility for higher risk supplier relationships	awareness of high risk supplier relationships and vetting practices, but targeted training not development	for targeted training for supplier relationship partners
	<ul style="list-style-type: none"> • Include modern slavery risk assessment within the procurement function's periodic vendor onboarding, periodic business reviews, and annual operational planning. • Implement additional risk management steps for responsible sourcing as part of a fully integrated vendor onboarding process led by procurement. • Focus on leadership managing Telix's expanding research and manufacturing footprint, based on Telix acquisitions during 2024. 	<ul style="list-style-type: none"> • Expected progress on risk assessment delayed due to procurement function workload and leadership gaps. • Opened positions for 2 new procurement roles; began hiring process for Senior Director, Procurement role. • Reorganisation to create Telix Manufacturing Solutions, an organisation that centralises our manufacturing activities. • Acquisitions of two manufacturing partners (ARTMS and IsoTherapeutics), reducing outside sourcing dependencies • Appointment of SVP, Risk, Sustainability and Environmental Affairs with operational responsibility for our enterprise risk management framework • Appointments of new roles with responsibilities for counselling on, or supporting company compliance with, Applicable Laws including: <ul style="list-style-type: none"> ○ VP, Global Supply Chain ○ VP, Integration and Change Management ○ Senior Counsel, Global Operations ○ Global Compliance Officer ○ Associate Director, Compliance ○ Global Radiation and EHS Officer ○ Director, Global 	<ul style="list-style-type: none"> • Continue to include modern slavery risk assessment within the procurement function's vendor onboarding, periodic vendor business reviews, and annual operational planning. • Appointment of a new Senior Director, Procurement, to lead our new procurement organisation and centralise supplier management. • Appointment of additional key Procurement roles to manage wing-to-wing supplier processes to support assessment of modern slavery risks at all points in the procure-to-pay process. • Identify, as needed, new Procurement roles to support supplier vetting and management activities for acquired companies.

		Sustainability	
POLICIES AND PROCEDURES	<ul style="list-style-type: none"> Review and Refresh Modern Slavery related policy to address changes to law and business practices. Benchmark policies against third party reports and surveys from watchdog groups and academic centres that address emerging issues in modern slavery compliance. 	<ul style="list-style-type: none"> Reviewed and refreshed Modern Slavery related policy to address changes to law and business practices. Benchmarked policies against third party reports and surveys from watchdog groups and academic centres that address emerging issues in modern slavery compliance. Refreshed investigation procedure to better ensure professionalism and accountability when a serious issue is raised, including issues related to modern slavery. 	<ul style="list-style-type: none"> Continue to review and update policies on an annual basis. Continue to onboard acquired companies onto Telix modern slavery policies. Integrate modern slavery risks in refreshed enterprise risk management framework. Create escalation and approval process to senior executives for high-risk suppliers that contractually limit their compliance with Telix modern slavery risk-reduction standards.
SUPPLIER AND PARTNER MAPPING AND DUE DILIGENCE	<ul style="list-style-type: none"> Review and update our due diligence questionnaire to address changes in supply chain structure or core business as a result of acquisitions. Engage in bi-annual refresh of due diligence on all key existing suppliers. Conduct deeper supply chain mapping for radioisotope suppliers, to include “Tier 2” suppliers wherever possible. 	<ul style="list-style-type: none"> Completed update to due diligence questionnaire. Case-by-case risk assessment (in collaboration with operations, legal, and finance) of high-risk suppliers where sourcing options are extremely limited. Bi-annual refresh not completed; resource limitations and open positions prioritised core procurement activities. Partial Tier 2 mapping completed, but requires additional work in 2025. 	<ul style="list-style-type: none"> Monitor evolving obligations in Australia, the EU, LATAM, and the UK, and assess for materiality thresholds for future jurisdictional coverage. Deepen traceability for radioisotope suppliers and other critical raw materials, with a focus on transparency, resilience, and risk exposure. Complete supply chain mapping for radioisotope suppliers, to include “Tier 2” suppliers wherever possible. Initiate third-party audits for select high-risk suppliers. Work with new Sr. Director, Procurement to document recurring check-in with key suppliers (based on

			<p>spend or dependency) by relationship managers to include scoping for any risks for ongoing compliance with modern slavery requirements in Code of Conduct.</p>
CONTRACTUAL COMPLIANCE	<ul style="list-style-type: none"> Amend existing key manufacturing and clinical partner contractual terms for long-term relationships. Create targeted compliance contract template language for low, medium and high modern slavery risks, ranging from general compliance with applicable laws to Supplier Code of Conduct and to specific representations and warranties. 	<ul style="list-style-type: none"> Amended contractual terms for specific suppliers In lieu of targeted template, created compliance addendum (with Supplier Code of Conduct and Applicable Laws) for all third-party supplier contracts. Rolled out to top 20 suppliers and other high risk vendors. Compliance addendum also now standard for all new third-party suppliers. 	<ul style="list-style-type: none"> Implement new master manufacturing services agreement and radioisotope supply agreement to standardise Telix-specific compliance terms and specific representations and warranties with third-party suppliers Include compliance addendum, or substantially equivalent provisions, in all new contracts with suppliers and distributors Include requirement for subcontractor approval in all new supplier contracts to enhance visibility/vetting of tier 2 suppliers
SUPPLIER AND PARTNER MANAGEMENT	<ul style="list-style-type: none"> Build a coordinated supplier onboarding process that incorporates due diligence and ongoing monitoring and identifies action owners and corrective actions. Continued evolution of our central procurement organisation, including sustainable procurement initiatives. 	<ul style="list-style-type: none"> Due diligence screening and assessment included in all new vendor onboarding. Identification of a third-party expert to support the design of an enhanced supplier risk assessment, due diligence, and senior executive oversight process. 	<ul style="list-style-type: none"> Execution of enhanced supplier risk assessment, due diligence, and senior executive oversight process. Integrate acquired companies into Telix vendor onboarding and supplier management programs. Embed modern slavery risks into supplier scorecards for award selection Review sole source suppliers of critical raw materials and identify alternative opportunities to de-risk supply of such materials
PROGRAM AND GOVERNANCE	<ul style="list-style-type: none"> Identify and use appropriate metrics 	<ul style="list-style-type: none"> Assessed emerging modern slavery frameworks (Canada) 	<ul style="list-style-type: none"> With new procurement leads, Identify and use

EFFECTIVENESS	<p>for more robust evaluation of program effectiveness.</p> <ul style="list-style-type: none">• Assess emerging modern slavery frameworks (Canada) to ensure continued compliance and continuous improvement.• Annual review of assessment of expanded operations to ensure compliance with existing frameworks or new laws.• Adopt region-based compliance model that empowers local compliance representatives to monitor and address modern slavery risks (in consultation with Global Procurement and Group General Counsel).	<p>and incorporated Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act (2024) into our modern slavery framework</p> <ul style="list-style-type: none">• Conducted assessment of expanded operations to ensure compliance with existing frameworks or new laws.• Completed adoption of region-based compliance model that empowers local compliance representatives to monitor and address modern slavery risks (in consultation with Global Procurement and Group General Counsel).	<p>appropriate metrics for more robust evaluation of program effectiveness.</p> <ul style="list-style-type: none">• Continue to assess emerging modern slavery frameworks (UK; EU) to ensure continued compliance and continuous improvement.
----------------------	---	---	---

2024 STATEMENT ON MODERN SLAVERY AND TRANSPARENCY IN SUPPLY CHAIN

1. OUR COMMITMENT

Telix affirms its commitment to combatting modern slavery and upholding Applicable Laws. In this Statement, the term “modern slavery” encompasses the full range of exploitative practices prohibited under these legal frameworks, including:

- Forced labour and child labour;
- Servitude and human trafficking;
- Deceptive recruitment, debt bondage, and coercion; and,
- Any form of labour that violates national or international labour standards.

As a global radiopharmaceutical company, Telix is committed to maintaining the highest ethical standards. We recognise our responsibility to identify and address modern slavery risks across our operations and supply chain. This commitment extends beyond legal compliance—it is foundational to our values, governance, and corporate ethos. To support this, Telix has built our modern slavery program into:

- Our corporate governance and risk management frameworks
- Global codes and policies, including the **Code of Conduct, Supplier Code of Conduct, Modern Slavery Policy, and Whistleblower Protection Policy**
- Due diligence, contractual obligations, supplier onboarding, and audit procedures
- Mandatory employee training
- Transparent grievance mechanisms and remediation protocols

We expect all Telix employees and ask all suppliers, and partners—regardless of geography—to uphold these standards. Additionally, our practices are informed by international human rights norms, including:

- The **UN Guiding Principles on Business and Human Rights**
- The **Universal Declaration of Human Rights**
- The **ILO Declaration on Fundamental Principles and Rights at Work**

Our goal is to lead with accountability and to protect the dignity, rights, and wellbeing of all individuals impacted by our business.

2. OUR PURPOSE AND VALUES

Our Company Purpose is clear: we help people with cancer and rare disease live longer, better quality lives. Through Our Values, each day we strive to build an extraordinary, determined company focused on acting with integrity, advancing the health, safety, and wellbeing of our employees, and supporting a culture where everyone is valued. We aim for continued improvement through a commitment to sustainability intrinsically linked to our mission of transforming lives through precision medicine. As pioneers in targeted radiation for cancer and rare diseases, we recognise that our responsibility extends beyond medical innovation to encompass environmental stewardship and social impact. Our sustainability strategy centres on five pillars - our ‘Five Ps’: **Purpose. People. Principles. Performance. Planet.** Each pillar is important in managing risk, including modern slavery risks, but also creates opportunity to improve financial and operating performance.



We published our first Telix Sustainability Report in 2021. Each subsequent report describes how we have progressed on this journey to improve our performance across our Five Ps. For a more comprehensive description of our policies and frameworks relating to sustainability, please refer to the Sustainability section of our Website.

3. OUR ORGANISATIONAL STRUCTURE AND PRODUCTS

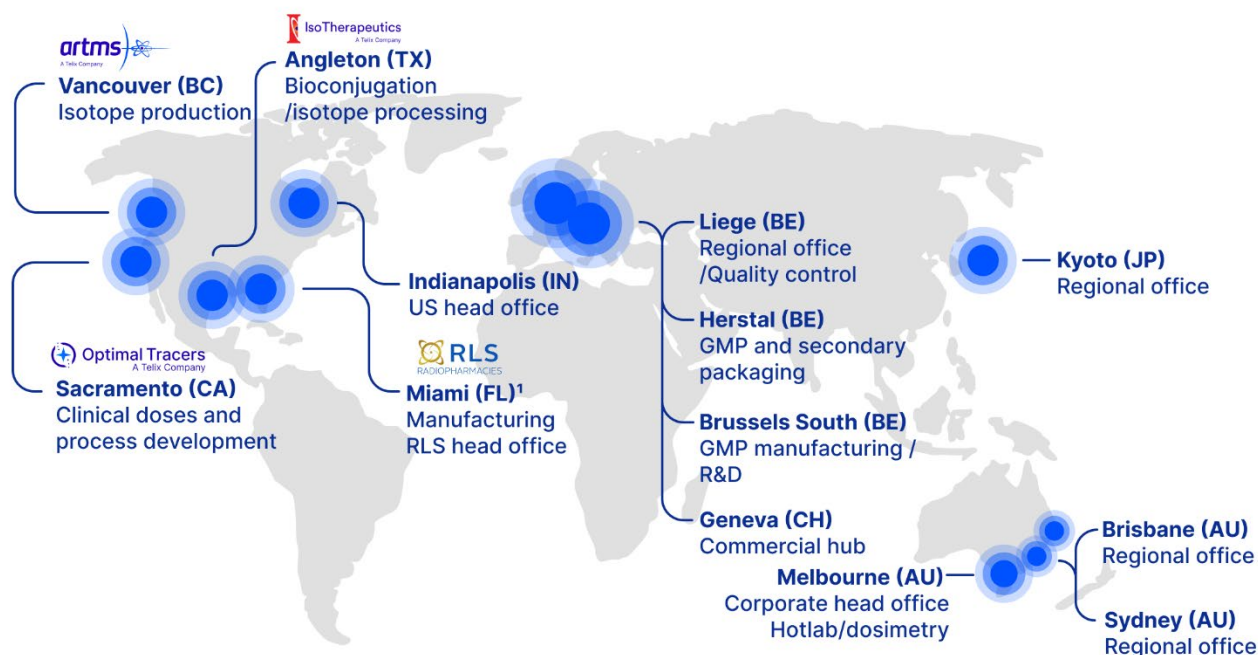
Telix is a commercial-stage biopharmaceutical company focused on the development and commercialisation of therapeutic and diagnostic radiopharmaceuticals and associated medical technologies. Our mission is to be the global leader in our field by combining therapeutic and diagnostic modalities for the benefit of patients, an innovative precision medicine concept generally referred to as ‘theranostics’. Telix is developing a portfolio of clinical and commercial stage products that aims to address significant unmet medical needs in oncology and rare diseases. ARTMS, IsoTherapeutics, Lightpoint, Optimal Tracers and RLS Radiopharmacies are Telix Group companies.

In 2024, Telix’s primary commercial product for prostate cancer imaging, Illuccix, was approved for sale in Australia, Canada, New Zealand, and the United States (“**U.S.**”) Additionally, Telix has applied, or plans on applying, for additional approvals for other radiopharmaceutical products for applications in the diagnosis of brain, kidney, and prostate cancer.

Telix also maintains an extensive pipeline of theranostic radiopharmaceutical candidates, with a focus on urologic oncology (prostate and kidney), neuro-oncology (glioma), musculoskeletal oncology (sarcoma) and bone marrow conditioning. Our theranostic approach is intended to use imaging and therapy together to ‘see and treat’ cancer and rare diseases, to both better inform treatment decisions and deliver personalised therapy for patients.

Our therapeutic radiopharmaceutical platform harnesses the power of radioactive isotopes combined with multi-platform targeting agents to deliver targeted radiation directly to the tumour site. These therapies have the potential to be efficacious as stand-alone treatments or as complements to existing treatment modalities, addressing areas of high unmet medical need.

Telix is listed on the Australian Securities Exchange (ASX: TLX) and the Nasdaq Global Stock Market (NASDAQ: TLX). Telix is headquartered in Melbourne, Australia with operational sites in Canada, Europe (Belgium and Switzerland), Japan, and the U.S.



4. OUR OPERATIONS AND SUPPLY CHAINS

We aim to be differentiated by innovative nuclear medicine solutions spanning the patient treatment continuum from diagnosis, through surgical intervention, to therapy.

We have built a strong global supply, manufacturing and distribution network. This has underpinned the successful launch of Illuccix, clinical trial enrolment for our deep therapeutics pipeline, and our distribution of diagnostic radiopharmaceuticals around the world.

Telix continues to invest in its commercial organisation, pipeline, and operations infrastructure (including manufacturing and distribution), through both organic growth and strategic relationships, mergers, and acquisitions (“**M&A**”). In 2024 we opened our state-of-the-art radiopharmaceutical production facility in Belgium – one of the largest of its kind in Europe. We completed the acquisition of ARTMS and IsoTherapeutics in April 2024. In September 2024, we signed a definitive agreement to acquire RLS Radiopharmacies (completing that acquisition in January 2025). These transactions exemplify Telix’s strategy to achieve sustainable, scalable growth. It also significantly improves visibility into our global supply chain – from supply to manufacturing to distribution – and provides greater control over areas that could present modern slavery risks.

Our primary operations are conducted in the following locations:

Operating Country	Location (Closest Metro Area)	Description
Australia	<ul style="list-style-type: none"> Melbourne, Victoria Sydney, New South Wales Brisbane, Queensland 	<ul style="list-style-type: none"> Main corporate office Regional corporate office Regional corporate office
Belgium	<ul style="list-style-type: none"> Brussels Liège 	<ul style="list-style-type: none"> Regional corporate office; manufacturing and research & development (“R&D”) facility Regional corporate office; R&D and quality assurance facility
Canada	<ul style="list-style-type: none"> Vancouver, British Columbia 	<ul style="list-style-type: none"> Manufacturing and R&D facility
Japan	<ul style="list-style-type: none"> Kyoto City, Kyoto Prefecture 	<ul style="list-style-type: none"> Regional corporate office
Switzerland	<ul style="list-style-type: none"> Geneva 	<ul style="list-style-type: none"> Regional corporate office
U.S.	<ul style="list-style-type: none"> Indianapolis, Indiana Sacramento, California Houston, Texas Various (32 locations) across 19 states 	<ul style="list-style-type: none"> Regional corporate office R&D facility Manufacturing and R&D facility Radiopharmaceutical distribution facilities

Telix also has employees working remotely linked to hub locations or legal entities not in the places listed above (including, but not limited to, the U.K, Spain, and Austria).

Given the uniqueness of radiopharmaceuticals, our products rely upon an inherently complex supply chain and distribution network. Telix is dependent on numerous third parties for the manufacture and supply of our products, including contract development, research, and manufacturing organisations and radiopharmacy networks. Telix is also dependent on global radiometal producers to supply an essential component of its finished products. This sensitive supply chain is subject to periodic limitations and disruptions that may result in unexpected delays or increased costs. Additionally, many of the organisations Telix works with to supply necessary materials, or to manufacture or distribute its products, are among the few—and sometimes the only—organisations that can provide that good or service regionally or, in certain cases, in the world.

Telix is a collaborative part of the global oncology and radiopharmaceutical ecosystem. We work closely with a variety of industry and manufacturing partners, patient advocacy groups, regulators, researchers, suppliers, and distributors to access the best talent and ideas in our field. We will go into further detail in this report about how we engage with these partners to reduce modern slavery risks, as well as plans to enhance that approach in the future.

Telix procures third-party supplier goods and services directly and indirectly:

Direct Procurement: Goods and services directly used in Telix product development, production, and distribution. Includes purchasing of raw materials; contract research; manufacturing services and equipment; and related consumables.

Indirect Procurement: Goods and services supporting operations (e.g., global corporate services costs including finance, tax, human resources, legal, and IT) or otherwise used indirectly in Telix product development, production, and distribution. Includes employee travel; medical affairs costs; marketing; regulatory and quality; and certain clinical research.

We also account for capital and operational expenses aligned with international accounting standards, including services related to real estate, utilities, and maintenance. These expenses may support Telix product development, production, and distribution and are included for completeness (e.g., utilities, facilities maintenance, real estate negotiation services).

Our 2024 Group spend with suppliers was approximately AU\$577M, of which approximately 54% was spent on commercialisation activities, 27% on development activities and 18% on global corporate services activities. The following table provides additional information at the reportable segment level.

Company Segment	Total Supplier Spend (in AUD)	Supplier Spend Commercialisation Activities (%)	Supplier Spend Development Activities (%)	Supplier Spend Global Services Activities (%)
Precision Medicine	\$439M	70%	22%	8%
Therapeutics	\$82M	0%	100%	0%
Manufacturing Solutions	\$15M	77%	3%	21%
Corporate/Other	\$42M	0%	0%	100%
Group Total	\$577M	54%	27%	18%

5. MODERN SLAVERY RISK, GOVERNANCE AND STRATEGY

5.1 Enterprise Risk Management Framework (ERMF)

Telix has adopted and follows an ERMF that incorporates the principles of effective risk management, as set out in the *Global Risk Management Standard ISO 31000*, to identify, evaluate, monitor and manage risks in the Group - to improve business performance, remain innovative and establish competitive advantage, anticipate and communicate uncertainties, reduce operational losses and surprises, and protect Telix's reputation. Our ERMF data informs leaders in their decision making from prioritising activities, to resourcing, to escalation.

Risk and opportunity is managed through objective and consistent identification, assessment, monitoring, measurement and reporting across the Telix Group. Management executes daily risk management activities, including by making decisions within stated Board-delegated authority, ensuring employees understand their responsibilities for managing risk through a "three lines" model, and establishing internal controls and guidance for the implementation of the ERMF.

In the "three lines" model, the first line, consisting of the business units and expert teams, executes core processes and controls. The second line, comprising the Enterprise Risk Management function, sets policies, establishes frameworks to manage risks, and delivers training and guidance to the first line. The third line, which constitutes internal and external audit, provides independent review of the first and second lines.

Ultimate risk management oversight sits with the Board. The Board, with the assistance from the Audit and Risk Committee (ARC), sets the risk appetite within which it expects management to operate. The Board considers Telix's risk profile on a regular basis to ensure it supports the achievement of Telix's strategic and corporate goals.



Operational ownership of the ERMF lies with the Senior Vice President, Risk, Sustainability and Environmental Affairs, in collaboration with the Telix Group Executive Team (GET). The SVP, Risk, Sustainability and Environmental Affairs role was created in 2024 in order to accurately plan and operate an ERMF framework that includes both internal and external risk. Modern slavery is treated as a strategic and operational risk, particularly for procurement, M&A, clinical operations, and supplier engagement activities.

5.2 Modern Slavery Governance and Risk Mitigation

Telix's modern slavery governance is embedded in our ERMF and supported by our commitment to continuous improvement. Our approach prioritises integrated oversight, stakeholder alignment, and scalable action plans. The key components of our governance and mitigation strategy include:

Audit and Remediation

We evaluate the effectiveness of our controls using internal audit reviews and, where needed, independent third-party audits. Supplier performance is reviewed in delivery of services and non-compliance triggers potential remediation or disengagement.

Stakeholder Engagement and Ethical Alignment

Telix aligns its program with internationally recognised human rights frameworks, including the International Bill of Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, and the UN Guiding Principles on Business and Human Rights. We maintain open channels for internal and external stakeholder input.

Comprehensive Risk Assessment

We conduct targeted assessments across our geographies, supply chains, and operations to identify heightened risk areas. The Telix Board's Audit & Risk Committee receives regular updates and provides oversight. Risk findings inform due diligence priorities and the integration of modern slavery clauses into key contracts.

Cross-Functional Ownership

Designated risk owners across Procurement, Legal, Compliance, and Operations lead execution of mitigation plans.

Executive Oversight

The Board of Directors approves this Statement annually and oversees overall program and continuous improvement effectiveness. The ARC and Executive Team receive quarterly updates on the strategic risks, trends, and mitigation outcomes affecting our business.

M&A and Deal Due Diligence

All new acquisitions and partnerships undergo detailed deal due diligence, including screening potential for modern slavery risk, with findings integrated into deal terms, closing conditions and implementation plans.

Monitoring and Continuous Improvement

We use digital platforms for external alerts, track high risk supplier compliance via our contracts and diligence responses, and refine controls through audit outcomes and feedback loops.

Supplier Code of Conduct and Contractual Controls

We enforce our Supplier Code of Conduct through onboarding and tailored contract provisions for suppliers based on risk tier. Minimum legal compliance and human rights obligations are embedded in all key vendor and partner agreements.

Supplier Risk Engagement

We use a risk-based approach to assess both direct and indirect suppliers over multi-year engagements. Higher-risk suppliers undergo deeper diligence and contractual commitments. Our screening process and due diligence questionnaires support this effort.

Training and Awareness

Our training strategy includes onboarding, refresher modules, and targeted content for high-risk functions. Employees are educated to recognise, escalate, and respond to modern slavery risks.

5.3 Corporate Governance and Related Policies

Our corporate purpose, mission and values reflect our commitment to innovation, patients, product quality, and business integrity. Telix upholds the highest standards of ethical conduct and applies them throughout our comprehensive governance corporate framework. Central to this framework are Telix's:

- Code of Conduct, which establishes fundamental principles for behaviour across the organisation. It reinforces our commitment to integrity and compliance with Applicable Laws and expectations for maintaining a respectful work environment.
- Corporate Governance Statement, which describes the commitment of the Telix Board to achieve and demonstrate standards of corporate governance appropriate for the Company's size and operations as well as the interests of shareholders and other key stakeholders.

Both the Code of Conduct and Corporate Governance Statement are available on our Website.

Telix also encourages a speak-up culture for Telix's employees and partners. We believe that when our people are encouraged to raise concerns it leads to real benefits including a more diverse and inclusive environment; improved psychological safety; more innovation; better decision making; and continuously improved governance, safety and compliance practices. Our Whistleblower Protection Policy details how Telix promotes a safe environment for employees to raise concerns through leadership channels and hotline programs without fear of retaliation. Along with our other policies that protect our company, our employees, and our partners, including policies on Diversity and Inclusion; Health, Safety, Well-Being and Environment; Bullying and Harassment; Data Privacy; Data Breach; Data Subject Access; Information Security; Modern Slavery (distinct from, but aligned with, this Statement); Anti-Bribery and Anti-Corruption; and Fair Competition are available on our Website.

During 2024, there were no reports of modern slavery, human trafficking, human rights abuses, or forced labour within our operations or supply chain. Still, we remain vigilant and committed to continuously testing and improving our frameworks, ensuring they remain fit for purpose as our operations grow. In 2025 and beyond, we will continue to test the effectiveness of our approach and to enhance our controls, actions, and responses to support efforts to make meaningful change for individuals most affected by the horrors of modern slavery.

6. IDENTIFYING MODERN SLAVERY RISKS

Identification and mitigation of modern slavery risks is an ongoing and long-term concern for Telix. Consistent with Australian government procurement risk assessment best practice guidance, we have assessed risk in the following areas:

- **Industry Risk**
- **Geographic Exposure**
- **Workforce Profile**
- **Supply Chain Dependencies**

The following sub-sections detail how these risk domains intersect with our business model and how Telix actively manages exposure through operational, supplier, and due diligence controls.

6.1 Industry Risk

The 2024 Global Slavery Index¹ identifies industries with high inherent modern slavery risk as those employing informal, low-paid, unregulated, or vulnerable workers, particularly in hazardous sectors like mining, textiles, agriculture, electronics, and cleaning services.

In contrast, the pharmaceutical and biotechnology sector, and more specifically radiopharmaceuticals, is subject to some of the world's most stringent regulatory oversight. These industries are governed by complex national and international standards covering research, manufacturing, quality control, pricing, safety, data protection, and distribution. Compliance is of the utmost importance to the companies that develop, manufacture and commercialise products, but also to both the healthcare professionals who use these products and the patients who depend on them for their health and wellbeing.

In our sector, compliance is enforced through both government oversight and strict contractual obligations between manufacturers, suppliers, distributors, customers, and healthcare professionals. Breaches carry legal, commercial, and reputational consequences, inherently lowering the likelihood of systemic modern slavery exposure. However, Telix acknowledges that risks remain. Our industry depends on specialised equipment, raw chemicals, containers, and radioisotopes, which are often sourced from limited global suppliers. These upstream inputs can introduce opacity and residual risk, which we continue to address through enhanced diligence and supplier engagement strategies.

6.2 Geographic Exposure

While modern slavery exists in all regions, the prevalence is higher in countries with weak governance, limited enforcement, widespread informal employment, or large migrant populations. Telix's operational footprint is concentrated in Australia, the United States, Canada, Japan, Switzerland, and EU jurisdictions, which consistently rank among the lowest-risk jurisdictions globally for modern slavery and forced labour practices.

Although our direct operations are in low-risk regions, we maintain vigilance over evolving geopolitical risks—evolving global trade matters and fluctuations in supply chain relationships; changes to the rule of law; the potential for Telix to expand into emerging markets with inherently higher risks for modern slavery; and the dynamic nature of armed conflict and migration. Our due diligence framework uses country-specific risk ratings and counsels our business to make adjustments where necessary to ensure compliance and ethical sourcing.

6.3 Workforce Profile

Approximately 97% of Telix's workforce at anytime are permanent salaried employees, which reduces the inherent risk of modern slavery. Further, the majority of our contract or temporary workers ("**contractors**") have an elevated level of education and experience that provides them numerous employment options. We expect contractors will continue to represent a small proportion of our human resources beyond 2024.

Where contractors are engaged, we apply the same onboarding, governance, and diligence expectations, including clear contractual protections and Code of Conduct requirements. Our Company strongly prefers to locate contractors in either our operating countries or in a country with a Telix registered legal entity, which reduces

¹ 2024 Global Slavery Index. Minderoo Foundation Pty Ltd. <https://www.walkfree.org/global-slavery-index>

modern slavery risk.

As described in Section 4 (“**Our Operations and Supply Chain**”), Telix continues to invest in expanding our internal research, manufacturing, and distribution capabilities, both through organic growth and through M&A activities. This expansion reduces our reliance on third party suppliers, brings oversight and control of our workforce in-house, and reduces modern slavery risks. For our 2024 acquisitions, pre-acquisition diligence included modern slavery screening, and ongoing integration efforts continue to assess risks and enforce corrective actions as necessary. We expect to report on outcomes from these integrations in our 2025 Statement.

Given this oversight and control over both our employee and contractor workforce, including engaging a small number of contract and temporary workers, our collective global workforce has low modern slavery risk. Telix will continue to generally assess and intends to improve our engagement and governance framework to avoid new risks as our business and footprint expands. We will continue to monitor in areas where, even in countries with lower incidence for modern slavery, we engage contractors that may have a more transient worker population including information technology, repairs and maintenance, cleaning services and security services.

Additionally, in 2024 Telix acquired, or signed definitive agreements to acquire, 35 new physical locations in the U.S. and Canada, specifically manufacturing and R&D facilities near Vancouver (Canada) and Houston (U.S.), as well as 32 individual radiopharmacies located in 19 states across the U.S. These sites operated fully-staffed as part of independent companies prior to their acquisition. As part of due diligence prior to acquisition, Telix did not find any substantial workforce-related concerns with modern slavery, or violations of Applicable Laws. Telix includes modern slavery diligence and contractual representations and warranties as part of its usual deal-making process for acquisitions. Telix will monitor these sites for modern slavery risks as part of our continued integration and operation of these sites. Should Telix uncover significant modern slavery concerns during this process, including relating to the use of contractors at these sites, Telix will take steps to enforce and remediate consistent with the principles under this Statement. Telix expects to provide additional details related to its post-integration assessment of any 2025 acquired sites in the 2025 update to this Statement.

To secure the future and to deliver effective operations, in 2024 Telix has also reorganised its supply chain operations teams into a unified function under the leadership of a Group Chief Operating Officer, who is a member of our GET with responsibility to manage our physical sites, suppliers, and third-party manufacturing and distribution teams. As stated in Section 5.1 (“**Enterprise Risk Management Framework**”), in 2024 we also created a new SVP for Risk, Sustainability, and Environmental Affairs, with responsibility for Telix’s overall risk framework to better professionalise an essential part of corporate governance, which includes reducing modern slavery risk in our Company. These developments will further create consistency in related supplier management and strengthen governance and oversight for our own sites, including managing sustainability and modern slavery risks.

6.4 Supply Chain Dependencies

Telix partners with a global network of direct and indirect suppliers. While the majority are based in low-risk jurisdictions (Australia, North America, Europe), our complex radiopharmaceutical supply chain introduces several critical areas for vigilance. To further enhance our commitment to addressing modern slavery risks across our diverse and global supply chain, Telix has implemented a comprehensive approach aligned with Applicable Laws.

Risk Profiling and Monitoring

We assess supplier risk using a mix of:

- Public domain intelligence and ESG data feeds
- AI-driven “know your supplier” due diligence platform with red flag alerts
- Enhanced questionnaires completed by prospective suppliers
- Contractual certifications

In 2023, we completed a baseline risk assessment for all key suppliers, prioritising follow-up for those flagged as higher risk. In 2024 all new high-risk suppliers were reviewed.

Continuous Monitoring and Improvement

Telix’s commitment extends beyond initial supplier assessments. Our digital tools enable us to receive real-time updates on our key suppliers and partners. We monitor our supply chain, using a range of tools and metrics,

including spend analysis, which, although not directly correlating to modern slavery risks, helps prioritise our engagements where we can exert the most influence. Our ongoing due diligence processes are designed to adapt to new insights and global best practices.

Engagement and Influence

Modern slavery risks can also arise in Tier 2 and Tier 3 subcontractors, where Telix’s visibility is more limited—especially in the sourcing of radioactive precursor materials, which are often restricted to single-source suppliers or countries with emerging market designations. Where full transparency is unavailable, we seek to:

- Build awareness and capacity within key suppliers
- Embed compliance expectations via contractual mechanisms
- Promote supplier improvement plans through centralised procurement engagement

We acknowledge that modern slavery risks can exist at all levels of our supply chain and operations, particularly when goods or services come from places with underdeveloped human rights and labour laws. This is especially true for small-to-medium sized organisations that may still be developing their oversight capabilities for modern slavery risks. Despite diligence, there are limitations in our ability to influence our broader supply chain, particularly for suppliers of rare source materials needed to produce radiopharmaceuticals that may only be found in certain countries with higher risk of modern slavery. Telix does engage with our key direct suppliers on a risk basis in order to raise their awareness of modern slavery risks within their own organisations and supply chains. To mitigate any risks identified, we work directly with our suppliers to elevate their awareness and capacity to manage modern slavery risks effectively.

7. ACTIONS TAKEN TO ADDRESS MODERN SLAVERY RISKS

While Telix operates in a highly regulated industry with comparatively lower inherent modern slavery risk (as outlined in Section 6), we maintain a proactive and accountable approach to managing these risks. Across our operations, workforce, supply chains, and governance systems, we have embedded controls and continuous improvement measures that reflect our ethical commitments and legal obligations.

7.1 Key Areas for Risk Mitigation

Based on the rationale set out in Section 6 (“Identifying Modern Slavery Risks”), and when considering our actual risk, Telix believes that the following categories represent the potential areas for heightened scrutiny and focus:

Risk Area	Explanation	Mitigation Activities
Manufacturing Chain Complexity	Most of our Tier 1 suppliers are based in low-risk regions, but lack of transparency in subcontracting (Tier 2 suppliers) introduces potential gaps.	We engage in ongoing mapping and contractual diligence, led by our Procurement team. Telix works to trace flow-of-goods to ensure transparency with Tier 1 suppliers and enhance visibility for Tier 2. We develop relationships with more sophisticated suppliers with stronger compliance programs and understanding of the harms of modern slavery.
Raw Material Supply for Radio-pharmaceutical Production	Certain goods may originate from or transit through jurisdictions with high slavery prevalence (e.g., Russia, Türkiye, Middle East, South Africa). Radioisotopes and their precursor materials are part of a fragile supply chain sometimes with single-source-of-failure including sole-source suppliers for critical metals that, according to the 2024 Global Slavery Index, have high numbers of	We source precursor materials for the production of radiopharmaceuticals from credible partners in Europe, Canada, U.S. and Australia who are collaborating with us to explore new and secure sources, reducing sole-source dependencies and inherent risks related to Applicable Laws. Telix purchases radioisotopes from suppliers

	<p>persons in a form of forced labour or modern slavery.</p> <p>We operate in a market with a number of firms competing for limited supply. Because of this reality, we have limited ability to prevent suppliers obtaining materials from areas with higher risk for modern slavery.</p>	<p>based in Australia, Belgium, Canada, Germany, Israel, the Netherlands, Poland, and the U.S., countries with a relatively-lower incidence of modern slavery risk.</p> <p>Only when absolutely necessary, Telix may purchase raw materials for the production of radioisotopes from a supplier located in a high-risk country, following completion of supplier due diligence screening and with appropriate contractual representations and obligations regarding modern slavery. Telix may, when engaging with suppliers located in high-risk countries, rely upon general or specific licenses for the purchase of materials necessary for the production of medicines.</p> <p>Our strategy includes developing and acquiring technology to improve radioisotope supply and access.</p> <p>Our contracts with radioisotope suppliers require they source materials in accordance with Applicable Laws.</p>
Emerging Market Expansion	<p>As clinical trials expand into new countries, recruitment could risk not following generally accepted standards for ethical conduct of human subjects research.</p>	<p>We screen our CROs and qualified distribution partners who agree to contractual terms obligating compliance with Applicable Laws, and adherence to our Supplier Code of Conduct and monitoring protocols.</p>
Facilities & Labour Services	<p>As we oversee more physical sites, risks that contractors working in low-paid roles are victims of modern slavery.</p>	<p>Telix implements strict oversight and governance to protect workers consistent with local labour laws.</p> <p>While most of Telix's operations involve skilled roles, low-wage services like cleaning, maintenance, and security are monitored closely—particularly in multi-tenant or leased facilities where Telix may have limited control over who is selected—and Telix engages with building services managers as appropriate. We recognise we may not be able to eliminate or substantially reduce risks related to short-term contract employees in facilities management or maintenance roles.</p>
Technology Sourcing	<p>IT hardware may be sourced from regions (or companies) with reputation for higher incidence of modern slavery risk.</p>	<p>IT hardware sourced from China and Malaysia is limited and procured through reputable vendors in Australia, Europe, or the U.S. Offshore IT services are not currently used.</p>

Continuous Improvement and Forward Outlook

In 2025, Telix is committed to deepening transparency across our supplier network by:

- Completing Tier 2 mapping of high-risk supplier relationships
- Expanding supplier audits and training
- Centralising procurement and compliance oversight
- Collaborating across functions and geographies to scale responsible sourcing practices

These efforts support our broader ESG and compliance agenda and demonstrate our ongoing commitment to building ethical, resilient supply chains.

Future Commitments

As our modern slavery compliance program matures, Telix is dedicated to refining our strategies and enhancing our engagements across our supply chain, our operations and with our deal partners. We will continue to assess, adjust, and report on our efforts to prevent modern slavery, driving meaningful change and ensuring the integrity of our business. We discuss some of those efforts in Section 9.

Through these measures, Telix reaffirms its commitment to ethical practices and compliance with the stringent requirements of all Applicable Laws, ensuring that our operations and supply chains remain free from modern slavery.

7.2 Health, Safety, Wellbeing and Environment (HSWE) for Employees

We are committed to a safe, healthy, and respectful work environment for all employees and contractors. Our HSWE framework incorporates:

- Complying with all applicable safety laws and regulations
- Comprehensive health and safety programs aligned with applicable global standards
- Proactive injury and incident prevention measures
- Mental health and well-being initiatives, including 24/7 confidential Employee Assistance Programs
- ISO-compliant IT and privacy infrastructure

In 2024, HSWE performance was monitored through KPIs and reported regularly to the GET, our Board's People, Culture, Nomination and Remuneration Committee and the full Board itself.

Our global safety program is designed to drive a proactive safety culture and reinforce the link between our leadership behaviours and our HSWE strategy. We believe that through visible management, leadership and employee engagement, we can increase the awareness of hazards and help employees make the right choices when it comes to HSWE.

Our employee wellness program aims to advance the conversation on mental health and provide support for employees where and when they need it. The program is designed to support our people in proactively managing mental health concerns and challenges. Through it, employees and their families can access early intervention and clinical resources, such as free, independent, and confidential support from trained professionals through our Employee Assistance Program.

Well being at Telix is also monitored and addressed through regular surveys and initiatives in place to drive mental health awareness, encourage balance, and offer direct support for employees.

Telix also takes the privacy of its employees seriously. It complies with all Applicable Laws and regulations relating to the confidentiality and use of employee or candidate personal information. Telix maintains a strong IT security infrastructure that is compliant to applicable ISO standards.

7.3 People and Culture

Building on our commitment to an inclusive and respectful workplace, Telix actively integrates our core values into all human resources activities, especially recruitment and employee relations. Telix strongly believes that employees are core stakeholders; we seek to create a company culture that attracts and retains the best talent. Our HR strategies are designed to foster an environment where diversity is not only recognised but celebrated.

Telix's people strategy supports a respectful, inclusive, and fair workplace, foundational to our modern slavery risk mitigation. Key practices include:

- **Compliance with laws:** Strictly following in-country labour laws.
- **Transparent and equitable recruitment:** Bias-free job ads, diverse hiring panels, and onboarding aligned with

our Code of Conduct.

- **Fair compensation and advancement:** Transparent, merit-based compensation. Regular benchmarking and performance-based equity participation for most employees.
- **Training and development:** Programs that develop the next generation of Telix leaders not just through good business practices but emphasis on ethical behaviour, inclusiveness, and respect among employees.
- **Inclusive culture building:** Surveys, live events, and ongoing employee feedback.
- **Respectful workplace policies:** Strict policies against harassment and discrimination.
- **Speak up culture:** Clear policy and pathways for raising concerns without retaliation.

These practices are reviewed for effectiveness through internal audits and aligned with global HR benchmarks.

7.4 Governance and Roles

At Telix, modern slavery risk management is integrated into core business functions through defined leadership accountability. Our approach integrates key positions and processes to ensure compliance and ethical practices throughout our supply chain and internal operations.

Function	Functional Leader	Modern Slavery Responsibilities
Board	Board Chair	Strategic oversight, policy approval, and Modern Slavery Statement sign-off
Group Executive Team (GET)	Group Chief Executive Officer and Managing Director	Strategy development; accountability for company operations with delegated authority from Board; Modern Slavery Statement sign-off
Procurement	Senior Director, Global Procurement	Vendor onboarding and contracting, Supplier Code of Conduct enforcement, supplier due diligence, ongoing vendor management
Global Operations & Telix Manufacturing Solutions	Group Chief Operating Officer	Selection and management of direct suppliers, facility-level oversight, contractor governance, site integration
Business Development	SVP, Business Development	Deal diligence and contract alignment with ethical standards
Finance	Group Chief Financial Officer	Controls on vendor payments, compliance with financial flows
Legal, Compliance, Company Secretary	Group General Counsel	Risk frameworks, clause drafting, policy development (including Modern Slavery Policy) and education, advise related to compliance with Applicable Laws
Risk, Sustainability, and Environmental Affairs	SVP, Risk, Sustainability, and Environmental Affairs	Modern slavery program integration into enterprise risk management framework and cross-functional coordination

7.5 Procurement and Supplier Due Diligence

To ensure Telix complies with Applicable Laws, and aligns with best practices, our approach to procurement, supplier due diligence, and contracting has been further enhanced. We have expanded our strategic actions to include more rigorous and transparent measures:

Leadership and Structured Oversight

The Senior Director, Global Procurement centralises our efforts to maintain high standards across all procurement activities, including vendor onboarding and vendor management, ensuring a unified strategy that is robust for sustainable procurement generally and modern slavery risks. This position sits on the Global Shared Services staff, with full responsibility across the Group for maintaining our obligations for compliance

with our policies and procedures related to supplier management as well as advising business teams on best practices including compliance with modern slavery standards.

Supplier Selection and Evaluation

Our selection process prioritises merit and ethical operations, extending beyond so-called “Tier 1” suppliers (e.g., suppliers that directly supply Telix with goods or services) to include deeper layers of the supply chain. We evaluate suppliers not only for the quality of goods and services, but also for their compliance with human rights standards.

Enhanced Due Diligence Processes

We conduct enhanced due diligence on suppliers and partners, especially those in high-risk categories. This includes comprehensive questionnaires before contracting and use of databases and AI tools for corporate entities and principal owners. We further enhance our due diligence with targeted questions for suppliers based in high-risk countries.

Pre-Approval and Monitoring of Subcontracting

We require pre-approval for any subcontracting by our key suppliers to maintain control over the extended supply chain and prevent dilution of compliance standards.

Proactive Compliance and Incident Response

Continuous monitoring and regular audits are conducted to ensure ongoing compliance. This includes tracking the effectiveness of actions taken against modern slavery and adapting strategies based on findings.

Contract Enforcement and Termination

To uphold our ethical and legal commitments, we will take decisive action if a supplier fails to meet our standards. This includes exercising any contractual rights available to compel compliance, up to and including contract termination..

Reporting and Transparency

Actions and outcomes related to modern slavery are regularly reported to the Audit and Risk Committee and included in our public disclosures, such as the Annual Report and Corporate Governance Statement. This ensures accountability and transparency in how we manage human rights issues.

Through these expanded and detailed strategies, Telix aims to drive meaningful change in the industry, supporting efforts to eliminate modern slavery risks across our industry’s supply chain and supporting efforts to enforce compliance with Applicable Laws and ethical standards.

Additionally, as mentioned in Section 6.3, in 2024 Telix took steps to acquire additional development and manufacturing sites located in the U.S. and Canada. These sites (located near Vancouver, British Columbia in Canada, and Austin and Angleton, Texas in the U.S.) operated as independent companies prior to their acquisition. Prior to acquisition, Telix did not find any substantial concerns with modern slavery, or violations of the Applicable Laws. Telix will continue to monitor these sites, as well as any future acquired or constructed sites, for any potential modern slavery concerns.

Through enhanced due diligence activities, including both vendor-screening using digital tools and/or the completion of specific due diligence questionnaires, Telix has good visibility into supplier general practices. In 2022, Telix created and published the Supplier Code of Conduct and in 2024, requested that its key suppliers acknowledge their compliance with the principles of the Supplier Code of Conduct. However, Telix has limited visibility into our suppliers’ own engagement of their subcontractors, and this will be an area of focus in 2025 activities for radioisotope suppliers.

7.6 Supplier Code of Conduct, Contracting and Compliance Addendum

Our Supplier Code of Conduct establishes our expectations for our partners and suppliers. It describes how we intend to work with our key suppliers through ethical and responsible sourcing. Our Supplier Code of Conduct complements our Employee Code of Conduct and sets the expectation of minimum standards for doing business with Telix. Our Supplier Code of Conduct is supported by our supplier and partner due diligence framework and, where appropriate for higher risk suppliers or partners, stronger contractual compliance language. Inclusive of our

Supplier Code of Conduct:

- Adherence to Applicable Laws and international human rights standards
- Prohibition of forced or child labour
- Support for ethical recruitment, fair wages, and safe working conditions

Our relevant supplier contracts, including standard terms and conditions, are fortified with clauses that require compliance with Applicable Laws and our internal policies, including our Supplier Code of Conduct.

Last, our agreements with third-party partners, including suppliers and distributors, include a Compliance Addendum that outlines their commitment to follow applicable laws, regulations, and industry standards including Applicable Laws.

7.7 Raising Awareness and Training

Telix is committed to conducting its business with integrity and has in place a global ethics and compliance program designed to support compliant and ethical conduct, and to prevent and detect violations of the law and our policies:

- All new employees complete mandatory training during onboarding and at regular intervals
- Training on core policies including modern slavery, whistleblower protections, diversity and inclusion, harassment and bullying, and workplace safety
- Refresher training on modern slavery and labour rights for all current employees
- Awareness campaigns for commemorations of underrepresented or marginalised groups (e.g., International Women's Day, Indigenous Peoples' Day)

Employees and third parties can report concerns confidentially via:

- Internal "Your Voice" portal
- External hotlines operated by independent providers

This integrated education and reporting system fosters early risk detection and a culture of integrity.

Moreover, we promote a "speak-up" culture for all employees bolstered by awareness campaigns and presentations at team meetings that employees can report any concerns or grievances through our internal "Your Voice" system. Third parties (including our employees, suppliers or whistleblowers) can also report (including anonymously) to our independent supplier reporting hotline (a Synthrio platform).

8. ASSESSING OUR ACTIONS AND OUTCOMES

Building on the foundation established by our inaugural 2022 Statement, Telix continues to refine our approach to addressing modern slavery risks within our operations and supply chain, demonstrating our commitment to continuous improvement, and to build a sustainable and ethical company. Recognising the complexity and evolving nature of modern slavery challenges, we will focus on making systematic and incremental improvements each year through better risk insights, governance discipline and oversight, and engagement with suppliers and stakeholders.

Continuous Improvement and Long-term Effectiveness

We are dedicated to achieving year-on-year improvements in line with this Statement. This commitment is guided by a structured approach to continuously refine our practices and enhance the effectiveness of our initiatives. As our modern slavery program matures, we anticipate a more robust capability to evaluate its long-term effectiveness. We are maturing toward a more data-driven and integrated model that combines internal metrics, external benchmarks, and feedback from partners to evaluate program effectiveness.

Our Current Measures to Assess Effectiveness:

- **Governance and Oversight:** The Audit and Risk Committee, supported by the Board, regularly reviews updates on our modern slavery initiatives, encompassing governance enhancements, market trends, and network changes that might influence our approach to managing human rights issues.
- **Transparency and Reporting:** Our commitment to transparency is reflected in the inclusion of Environmental, Social, Governance, and Sustainability performance details within our Annual Report and related corporate governance documents. These documents are publicly available on our Website and filed with the ASX and the U.S. Securities and Exchange Commission.
- **Incident Monitoring and Response:** The Board actively oversees and evaluates incident and whistleblower reports to identify and address any modern slavery related complaints or grievances, ensuring responsive and

appropriate action is taken. To date, no such modern slavery complaint has been received. We also use digital tools for real-time monitoring of developments on an ongoing basis for our existing supplier and partner base.

- **Enterprise Risk Management:** Modern slavery risks are integrated into Telix's broader ERMF, which is continually monitored. Risk assessments and related findings are reported to the management team and the Audit and Risk Committee quarterly.
- **Supplier Engagement and Compliance:** We employ a phased, risk-based approach to supplier due diligence, assessing new suppliers or partners for potential risks related to modern slavery. Our Supplier Code of Conduct, which outlines our expectations and requirements, is published on our Website, and we have integrated targeted modern slavery compliance clauses in contracts with high-risk vendors.

9. LOOKING AHEAD

Telix recognises that addressing modern slavery is a continuous journey, requiring dedicated leadership, integrated systems, and evolving accountability frameworks. In 2024, significant progress was made despite some structural and leadership transitions. With renewed momentum and key appointments in place, Telix reaffirms our commitment to a robust and continuous journey toward modern slavery compliance. 2025 represents an opportunity to deepen maturity, close integration gaps, and build stronger supplier accountability.

2025 Priorities and Planned Initiatives:

- **Leadership Reset in Procurement:** With the appointment of a new Senior Director of Procurement expected in Q2 2025, alongside two additional procurement hires, we are rebuilding our procurement function to better align with strategic compliance goals. This team will assume lead responsibility for Supplier Code of Conduct enforcement, contracting controls, and monitoring effectiveness of supplier onboarding.
- **Refreshed Onboarding and Due Diligence Process:** Working with an experienced third-party vendor, Telix will refresh its vendor onboarding process, including screening and due diligence with enhanced software tools and process integration.
- **CLM Integration:** In 2025, Telix will implement a more robust global contract lifecycle management (CLM) system with embedded modern slavery compliance clauses and automated flagging for missing language. This tool will enable enhanced visibility and allow exception-based review processes for high-risk suppliers that cannot or will not sign our Compliance Addendum.
- **Risk-Based Exception Management:** In partnership with Legal, Risk, and Procurement, Telix will introduce a formal exception escalation process for high-risk suppliers. This process will require business ownership, documented risk mitigation, and periodic executive review.
- **Expanded Tier 2 Supplier Mapping:** We will complete our deep-dive mapping of isotope and raw material Tier 2 suppliers, prioritising resilience and traceability across critical inputs.
- **Policy and Governance Integration:** Modern slavery risk indicators will be more integrated into our revised enterprise risk framework and escalation procedures for senior executives.
- **Global Alignment and Jurisdictional Readiness:** Telix will assess compliance thresholds and readiness for future reporting obligations the UK, the EU (including the CSDDD), and LATAM countries.
- **Cross-Functional Training and Accountability:** Tailored training for procurement and operations roles engaging high-risk suppliers will be launched, focusing on Applicable Laws, Telix's Supplier Code of Conduct, and compliance frameworks.
- **Metrics and Continuous Monitoring:** We will define and track new KPIs aligned to supplier risk tiering, training reach, exception rates, and audit outcomes. These metrics will be reported to the GET and used to refine controls over time.

Through these actions, Telix aims to reinforce a culture of ownership and accountability, enhance supplier transparency, and demonstrate sustained leadership in ethical business practices.

10. APPROVALS

This Statement was approved by the Board of Telix Pharmaceuticals Limited as an Australian public company and applicable reporting entity and as the ultimate parent company of those subsidiaries listed in the Appendix to this Statement as of 30 May 2025.



Dr. Christian Behrenbruch
Managing Director and Group Chief Executive Officer

Appendix – Reporting entities and consultation and authorisation process

Reporting Entities in 2024

Telix Pharmaceuticals Limited (ACN 616 620 369) and its wholly-owned subsidiary Telix Pharmaceuticals (Innovations) Pty Ltd (ACN 616 657 839) qualify as Australian reporting entities under the Australian Commonwealth Modern Slavery Act.

Telix Pharmaceuticals (US) Inc., Telix IsoTherapeutics Group Inc., Telix QSAM, Inc., and Telix Optimal Tracers, LLC are entities within the Group and registered in the State of Delaware, but due to operations in California (or the U.S., generally) qualify as reporting entities under the California Transparency in Supply Chains Act. Telix Pharmaceuticals (US) Inc. and Telix IsoTherapeutics Inc., engage in the commercialisation of radiopharmaceutical products.

Telix Pharmaceuticals (Canada) Inc., and Telix ARTMS Inc., are entities within the Group and registered with the province of British Columbia, Canada, and qualify as a reporting entities under the 2024 Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act.

No other Group entity qualifies as a reporting entity under any other applicable Modern Slavery law.

Consultation and Authorisation

Whilst our business operations differ in our operating jurisdictions, our corporate governance and risk management framework applies across the Group and is approved by the Telix Board.

This Statement includes input from relevant GET members (who have responsibility to lead the Group) and from cross-functional representatives across the Telix Group, including our finance; risk and sustainability; people and culture (human resources); and legal, compliance, and company secretary teams.

This Statement was approved by the Board of Telix Pharmaceuticals Limited on behalf of itself and the reporting entities within the Telix Group. The Board of Telix Pharmaceuticals Limited has authorised Christian Behrenbruch, Managing Director and Group Chief Executive Officer of Telix Pharmaceuticals Limited to sign this Statement on its behalf.

