

ITOCHU Europe PLC
Slavery and Human Trafficking Statement for Fiscal Year 2024

This statement is made pursuant to Section 54 of the UK Modern Slavery Act 2015 and constitutes ITOCHU Europe PLC's slavery and human trafficking statement for the financial year ending 31 March 2025 (the "Fiscal Year 2024").

1. The Company's Structure and Our Supply Chain Complexity

ITOCHU Europe PLC ("ITCE") is a wholly owned subsidiary of ITOCHU Corporation ("ITC"), a Japanese *sogo shosha* that engages in the trading of products such as textiles, machinery, metals, minerals, energy, food, general products, realty, information and communications technology, and finance, as well as business investment in Japan and overseas. ITCE engages in the trading of textiles, energy and food products such as sugar, cocoa, and pork, as well as business investments in the UK and other European countries.

2. Our Policy on Modern Slavery and Human Trafficking

ITC is committed to ensuring that no modern slavery or human trafficking exists in its supply chains or in any part of its business. ITC has been participating in the United Nations Global Compact and has been applying the concepts of the United Nations Guiding Principles on Business and Human Rights accordingly. ITC's existing policies contain provisions aimed at ensuring that there is no slavery or human trafficking in any part of its global business or supply chain.

Such policies include:

- ITOCHU Mission
(<https://www.itochu.co.jp/en/about/mission/>)
- Human Rights Policy of the ITOCHU Group
(https://www.itochu.co.jp/en/csr/society/human_rights/#h2_02)
- Individual Policy related to Human Rights
(https://www.itochu.co.jp/en/csr/society/human_rights/#h2_03)
- Human Rights Due Diligence
(https://www.itochu.co.jp/en/csr/society/human_rights/#h2_04)
- The United Nations Global Compact
(<https://www.itochu.co.jp/en/csr/itochu/collaboration/index.html>)
- Sustainability Action Guidelines for Supply Chains
(https://www.itochu.co.jp/en/csr/society/value_chain/policy/index.html#h2_01)
- Internal Reporting System (Whistleblowing Hotlines)
(https://www.itochu.co.jp/en/about/governance_compliance/compliance/)

ITCE, as a member of ITOCHU group, recognises these policies and engages in business in accordance with the principles stated within these policies.

3. Development of the Guidelines

ITCE promotes its own written guidelines (Sustainability Action Guidelines for Supply Chains) to explain its position regarding slavery and human trafficking issues in its supply chains.

ITCE has already provided the Guidelines to all major relevant food and textile suppliers to ensure they are aware of its position concerning its zero-tolerance policy of slavery and human trafficking within its supply chains.

4. Training

Further to the in-house training sessions held in the previous financial years, in Fiscal Year 2024, ITCE provided a Sustainability Education programme to all employees in the form of e-learning. In Fiscal Year 2025, similar sessions will be carried out for employees in the form of presentations to all sectors, especially the food and textiles sectors, focusing on the cocoa industry and child labour. Such sessions will help to broaden their understanding of the relationship between business activities and human rights. Through such sessions, our colleagues can discuss business with reference to the Modern Slavery Act. It was noted in these training sessions that slavery and human trafficking must be eradicated from our supply chains.

5. Further Steps

Following the review of Fiscal Year 2024, ITCE intends to take the following steps:

- 1) to continue to regularly educate our employees and promote their awareness of ITC's policy;
- 2) to continue providing the Guidelines to all relevant suppliers, especially in the food and textiles industries;
- 3) to conduct supply chain surveys and human rights due diligence of high risk products in the food and textile industries;
- 4) to request the relevant supplier to take remedial action when discovering a case that does not comply with the Guidelines; and
- 5) to re-examine its business dealings with such suppliers if progress has not been made after such request.

This statement was approved by the board of directors of ITCE.

30 September, 2025



Tatsuya Hirano
Chief Executive Officer
ITOCHU Europe PLC