

Modern Slavery Act Transparency Statement for financial year 2023

This statement is made pursuant to section 54 of the Modern Slavery Act 2015 and sets out the steps Mitsui Fudosan (U.K.) Ltd. (the "**Company**" or "**we**") undertook in the financial year 2023 ending 31 December 2023 to ensure that modern slavery or human trafficking is not taking place within the Company's business or supply chain.

Our organisation

The Company is incorporated in the UK and it is a 100% subsidiary of Mitsui Fudosan Co., Ltd. ("**Mitsui Fudosan**"). Mitsui Fudosan has its head office in Tokyo.

Our policy

The Company has a number of internal policies (including the Mitsui Fudosan global policies) to ensure that its business is conducted in an ethical and transparent manner (the "**Anti-Modern Slavery and Human Trafficking Policies**"). The Company has a zero-tolerance approach to human trafficking and modern slavery.

Our approach

All of our employees are made aware of the Anti-Modern Slavery and Human Trafficking Policies and are required to follow them.

The following sets out the key rules on anti-modern slavery and human trafficking.

Employment:

- We ensure that all employees are entitled to work at their place of work and their terms of employment meet the requirements under the local laws. We do not employ staff under the age of 16.
- The employment contracts with our employees specify their normal working hours and we remind our managers that overtime work is exceptional.
- Our staff is paid in line with or above market rate and at least the national minimum wage.

Supply chain:

Our industry is not generally considered high risk in relation to human trafficking and modern slavery.

We review each supplier for the likely level of risk and make due enquiries where appropriate.

Whistleblowing:

- All our staff are encouraged to report to their line manager or directly to the Chief Executive when they have concerns about human trafficking or modern slavery.

This statement was approved by the Board of Directors on 27th March, 2024.

中村 友夫

Tomoo Nakamura

Chief Executive

27th March 2024