

Modern Slavery Act Statement

30th September 2026
DBJ Europe Limited

INTRODUCTION

We believe we have a responsibility to ensure that our business is conducted in an ethical way and we actively engage to address social issues. We are committed to ensuring that slavery and other human rights abuses do not take place in or around our organisation, and are pleased to reinforce this position through this statement.

This statement covers the financial year ended 31st December 2025.

ORGANISATION'S STRUCTURE

DBJ Europe Limited ("**DBJ Europe**") is a financial services business, providing advisory services and support to its parent company in relation to investment and loan business in Europe, the Middle East and Africa regions. DBJ Europe is a London-based subsidiary of Development Bank of Japan Inc. ("**DBJ Inc.**"). DBJ Inc. has its head office in Tokyo, Japan.

This statement is published on behalf of DBJ Europe (and, to the extent applicable, DBJ Inc.'s UK operations and activities) further to the Modern Slavery Act 2015 (the "**Act**").

SUPPLY CHAIN

The Act defines Modern Slavery as "slavery, servitude, and forced or compulsory labour" as well as "human trafficking" ("**Modern Slavery**").

During the reporting period, DBJ Europe assessed suppliers within categories including IT services, professional services and office facilities. Based on the nature of services procured and supplier due diligence undertaken, no instances of modern slavery were identified and overall exposure remains low.

Our policy is to evaluate potential suppliers before they enter our supply chain, and following a risk-based approach on an ongoing basis throughout any such relationship.

During the period of this statement, we have identified whether there are any additional suppliers or existing suppliers that need to be assessed in our supply chain since the previous reporting period of the statement and have assessed their anti-slavery and human trafficking policies and processes where appropriate to a risk based approach.

POLICIES AND PROCEDURES

We have in place a Modern Slavery and Human Trafficking Policy (the "**MSA Policy**"), which seeks to identify and manage risk in our business and supply chains. The MSA Policy forms part of our internal Compliance Policy.

We also have in place a wider Integrated Report (<https://www.dbj.jp/en/ir/disclosure/>), and DBJ Group Human Rights Policy (<https://www.dbj.jp/en/sustainability/management/humanrights.html>) which consider our social and human rights responsibilities.

We have incorporated Modern Slavery considerations into our Outsourcing and Third Party Arrangement Policy and have a process to review human rights consideration of our third party suppliers.

DUE DILIGENCE

In summary, as part of our initiative to identify and manage risk:

- We build and improve our systems to better (a) identify, assess and monitor potential higher risk areas in our supply chains, (b) mitigate the risk of slavery and human trafficking occurring in our supply chains through enhanced contract term controls (to the extent appropriate and obtainable), (c) train our employees as to these risks and the need to manage them and (d) protect whistle blowers.
- Where possible, we build long-standing relationships with reputable suppliers and ensure that expectations of business behaviour are both clear and consistent.
- We vet suppliers and sub-contractors to ensure that they are committed to ethical labour practices, and we include anti-slavery and human trafficking provisions in our contracts with suppliers.
- To the extent possible, our point of contact is preferably with companies who we expect to have suitable anti-slavery and human trafficking policies and processes.

During the reporting period, DBJ Europe reviewed new and existing third-party suppliers under its Outsourcing and Third Party Arrangement Policy and considered modern slavery and human rights risks where appropriate.

RISK ASSESSMENT AND MANAGEMENT

DBJ Europe's directors and senior management shall take responsibility for implementing and monitoring our MSA Policy and the objectives considered in this statement.

Our Chief Operating Officer will monitor progress of our efforts in this area and issues (should they arise) and report back to DBJ Europe's Board directly. We are closely monitoring the progress on the Act, and will implement effective internal control when the new Act has been introduced.

EFFECTIVENESS

We use the following key performance indicators to measure how effective we have been to deal with slavery and human trafficking in any part of our business or supply chains:

We will monitor our performance against the following:

- training on Modern Slavery (see below);
- implementing a Modern Slavery and Human Trafficking Policy; and
- incorporating Modern Slavery considerations into our Outsourcing and Third Party Arrangement Policy.

During the reporting period, no modern slavery incidents were reported through internal reporting channels.

TRAINING

We continue to provide training to educate and raise awareness of the importance of implementing and enforcing effective systems to ensure slavery and human trafficking is not taking place in our supply chain.

Relevant employees received Modern Slavery awareness training during the reporting period.

MONITORING AND REPORTING

If issues are identified in relation to Modern Slavery, these will be immediately reported to our Regulatory & Legal Group.

More general issues in relation to the running of the MSA Policy and the contents of this statement will be reported to DBJ Europe's Board, who will review and approve this statement on an annual basis.

This statement which is made pursuant to section 54(1) of the Act was approved by DBJ Europe Limited's Board on 30th September 2026 and constitutes our group's slavery and human trafficking statement for the current financial year. This statement will be reviewed annually for publication after every financial year.

Next Review: September 2027

Signed on behalf of DBJ Europe Limited



Shigefumi Kuroki
Executive Chairman, Member of the Board