ANTI-SLAVERY & HUMAN TRAFFICKING STATEMENT

1. Introduction

This statement sets out the measures Mitsui E&P UK Limited ("MEPUK") has taken to ensure slavery and human trafficking is not taking place within our organisation or our supply chains. This statement is made pursuant to the UK's Modern Slavery Act 2015 (the "Modern Slavery Act").

2. Organisation

MEPUK is a company operating in the upstream oil and gas sector incorporated under the laws of England and Wales. It is headquartered at the 8th and 9th Floors, 1 St. Martin' s Le Grand, London EC1A 4AS, the UK. MEPUK has one wholly owned subsidiary Mitsui E&P Italia B S.r.l. ("MEPIT"), headquartered at Piazza del Liberty 2 Cap 20121, Milan, Italy, which is incorporated under the laws of Italy.

MEPUK is a subsidiary of Mitsui & Co. Ltd ("Mitsui"), headquartered in Japan. Mitsui is a publicly listed company that has been a participant in the United Nations Global Compact (the "Global Compact") since 2004. Mitsui continually strives to comply with the Global Compact principles as part of its own corporate guidelines, including Principle 4 (the elimination of all forms of forced and compulsory labour) and the promotion of SDG target 8.7. For more details, please refer to the Mitsui Website.

3. Our Business

As of 1 January 2024, our business consists of exploration, exploitation, production and sale of oil, gas and other related products ("Products") in the UK and other countries in Europe and Sub Saharan Africa and 25.0% of the participating interest in one producing asset in Italy ("Tempa Rossa") through MEPIT). We are also seeking opportunities to acquire new assets.

Our annual consolidated turnover for the financial year ended 31 December 2024 was above the £36mil threshold specified in the Modern Slavery Act.

4. Our Supply chains

In the supply chains of the Products, MEPUK is an upstream participant as a holder of a participating interest in decommissioning liabilities of a producing asset, whilst the producing asset themselves are operated by operators.

In conducting business, MEPUK is fully aware of its responsibilities, such as complying

with applicable laws, respecting human rights, maintaining safe and sanitary working conditions, giving comprehensive consideration to reduction of the environmental burden. MEPUK adheres to Mitsui's policies and approach. For more details, please refer to "Supply Chain Management", "Human Rights", "Sustainability Report 2024" on the Mitsui Website.

5. Our Policies and Guidelines

Mitsui supports its group companies in the practice and implementation of its CSR policies. Being a subsidiary of Mitsui, MEPUK recognizes its responsibilities that surpass legal compliance with respect to its business activities and works to ensure the protection of human rights in its supply chains.

Compliance with the Law and Respect for Human Rights is stipulated in MEPUK's Business Conduct Guidelines which apply to and must be strictly followed by all MEPUK employees, including staff, full time or part time, directors and company secretaries.

MEPUK also complies to the following Mitsui's policies and guidelines which apply on a global group basis. Mitsui supports MEPUK and other group companies in the practice and implementation of these policies.

Human Rights Policy

Formulated in August 2020, this policy sets out Mitsui's group-wide approach to human rights. It includes our commitment to operate our business with respect for human rights and our expectations for various stakeholders including our business partners to understand and respect human rights in the manner specified therein.

"With Integrity" - Mitsui's Group Conduct Guidelines

"With Integrity" includes requirements for employees of Mitsui's Group to respect human rights and not to engage in discrimination of any kind. It also states that employees shall prevent human rights violations and collaborate with suppliers to ensure that they do not contribute to human rights violations, such as child labour or forced labour.

"Sustainable Supply Chain Policy"

Updated and renamed from the former "Supply Chain Corporate Social Responsibility Policy" in August 2020, this policy sets out Mitsui's expectations of our suppliers to respect human rights, including not to tolerate forced labour, bonded labour, human trafficking, child labour or any other form of modern slavery.

6. Measures

We consider it important to ensure that no slavery nor human trafficking takes place. We

have confirmed that the operator of the asset have properly adopted and implemented their own principles and policies to protect against modern slavery, human trafficking and respect for human rights, and we monitor their operation carefully.
Also, in the acquisition process for new assets, MEPUK carefully conducts due diligence and monitoring of an operator's policy against slavery and human trafficking as well as its implementation in practice.
We take this issue seriously and have a whistleblowing framework in place to encourage staff to report any suspicions they may have, including where they believe our Business Conduct Guidelines have been breached.
Staff awareness is a key measure in preventing slavery and human trafficking.
Accordingly, we will review our training programme to our staff so that awareness can be increased.

7. Annual Review

This statement is produced in line with section 54 of the Modern Slavery Act and is for the financial year ended 31 December 2024. This Statement will be reviewed and updated annually.

The Board of MEPUK approved this statement on 18th June 2025, and it is signed by our Director & General Manager, Akihiro Yoshida.

Akihiro Yoshida
Director & General Manager
Mitsui E&P UK Limited