

Slavery and Human Trafficking Statement

Objective of this Statement

This statement outlines the measures taken by Panfoods Co., Ltd ("Panfoods") during and after the fiscal year 2025 to ensure that slavery and human trafficking do not occur within any part of its business operations or supply chains. This commitment is made pursuant to Section 54 of the UK Modern Slavery Act 2015.

Panfoods' Business Operations and Supply Chain

As a subsidiary of the Marubeni Group, Panfoods engages primarily in offshore trading of instant coffee. Due to the international nature of its operations, Panfoods' supply chains are based overseas. Recognizing the importance of supply chain management for maintaining a sustainable and ethical business, Panfoods is committed to preventing modern slavery, including forced labor, child labor, human trafficking, and exploitation, across all its operations.

Panfoods' Policies on Human Rights

- Marubeni recognizes that respecting the human rights of persons affected by their business activities and endeavoring to take responsibility for doing so are of utmost importance which Panfoods share, and to this end Marubeni have formulated the "Marubeni Group Basic Policy on Human Rights", based on the UN's Guiding Principles on Business and Human Rights. The "Marubeni Group Basic Policy on Human Rights" can be viewed at the following link: <https://marubeni.disclosure.site/en/themes/21/>

- In Marubeni Group's Compliance Manual, which prescribes the code of conduct that officers and employees of group companies must abide by, Marubeni sets forth the following as matters to be observed which Panfoods shares: "Respect Human Rights and Refrain from Any Form of Discrimination, Sexual Harassment or 'Power Harassment'".

- Panfoods places importance on working with its business partners in relation to supply chain management and shares Marubeni's Basic Supply Chain Sustainability Policy (hereinafter referred to as "Basic Policy"). The Basic Policy explicitly prohibits acts that infringe human rights, as follows: "Respect human rights, without discrimination, physical, verbal, sexual and other forms of harassment or inhumane treatment", "No child labor, forced labor, inappropriate wage abatement, or excessive working hours", "Respect employees' right to unionize for the purpose of negotiations between labor and management and to bargain collectively", and "Secure safety and health in the workplace, and maintain a good working environment".

The Basic Policy can be viewed at the following URL:

<https://marubeni.disclosure.site/en/themes/22/>

- Panfoods sets out measures and procedures in relation to business partners that are found to be non-compliant with the Basic Policy with regard to respect for human rights. These stipulate that such business partners will be required to report the facts and the measures taken to improve

the situation, and as necessary, will be subject to on-site inspections and requested to make improvements.

- Panfoods has declared its support for the UN Global Compact (UNGC), an international initiative advocated by the United Nations which specifies ten principles to be observed by companies in four fields, namely, human rights, labor, environment and anti-corruption. Panfoods is working to realize the ideals of UNGC by supporting the ten principles.

Initiatives to Prevent Modern Slavery

Work Hour Management: Panfoods ensures that its internal staff members are free from any form of modern slavery.

Supply Chain Management: Panfoods informs its long-term business partners of the Basic Policy in various ways and seeks their understanding and cooperation with respect to the Basic Policy.

- Panfoods also conducts – if found necessary – on-site inspections in order to confirm its business partners' status of compliance with the Basic Policy, including human rights and work environment.

- When conducting on-site inspections, Panfoods employees would visit the manufacturing/production sites of the selected business partners in person and investigate the status of their initiatives in regard to the Basic Policy overall, such as occupational health and safety, environmental protection, fair trading practices, quality control and disclosure of information, in addition to matters concerning respect for human rights, including child labor, forced labor, discrimination, labor conditions and wages.

Monitoring Key Suppliers

CIA Iguacu de Cafe Soluvel (Parent Company):

- Procurement contracts include provisions prohibiting the use of child labour, forced or slave labour and other unethical labour practices.
- The Company's Book of Ethics and Compliance rejects all forms of child labour, forced or slave labour and other adverse or unethical labour practices. These principles are also extended to the Company's suppliers and other business partners as part of its commitment to responsible and ethical business conduct.
- A self-assessment questionnaire is used as part of the supplier due diligence process to assess green coffee suppliers' compliance with the Company's ethical and social responsibility requirements. During 2025, 16 suppliers, representing approximately 90% of the Company's total purchases, completed the assessment. No issues were identified through this process, and the results were subsequently shared with Panfoods.
- During 2025, on-site audit visits were conducted at five green coffee suppliers and their associated farms in the states of Rondônia and Minas Gerais. No issues were identified during these visits, and the results were subsequently shared with Panfoods.

- As an additional monitoring measure, the Company regularly reviews the biannual list of companies published by the Brazilian Ministry of Labour in relation to labour practices. To date, no business partners of the Company have been identified on this list.
- The Company has also communicated the requirements contained in its Supplier Code of Conduct to its green coffee suppliers. Suppliers were required to formally acknowledge their awareness of, and agreement to comply with, the provisions of the Code, further reinforcing the Company's expectations regarding ethical conduct, human rights and responsible labour practices.
- In parallel with its implementation of requirements associated with the EU Deforestation Regulation (EUDR), the Company is strengthening its wider supplier due diligence and risk-management processes. These measures include enhanced procedures for identifying, assessing and mitigating risks relating to forced labour, child labour and other practices associated with modern slavery. As part of this continuing programme, the Company intends to increase the number of on-site audits carried out at green coffee suppliers.

Iguacu Vietnam Company Limited (Related Party):

- The Company's Book of Ethics and Compliance prohibits child labour, forced or slave labour, human trafficking and other unethical labour practices. These principles extend to suppliers, contractors and other business partners.
- Since December 2024, written commitments have been obtained from green coffee suppliers and regular service providers confirming compliance with the Company's Corporate Social Responsibility Policy ("CODE SEVEN").
- Effective from 2025, the Company incorporated specific provisions into procurement contracts and supplier agreements prohibiting child labour, forced labour, slavery, human trafficking and other unethical labour practices. These requirements apply to suppliers and other business partners and form part of IGV's approach to ethical sourcing and responsible business conduct.
- During 2025, the Company conducted on-site audits at seven suppliers, comprising one green coffee bean supplier, three packaging suppliers and three other suppliers. These audits were primarily focused on food safety and quality requirements and were not designed as specific modern-slavery or labour-rights audits. Nevertheless, IGV reported that no cases of child labour were identified during these supplier visits.
- The Company applies a risk-based approach to suppliers and contractors. Contractors carrying out work directly at the company's site are considered higher risk because of their direct presence at the site. They are required to comply with the company's labour-rights requirements, including prohibitions on child labour, forced labour and other unethical labour practices. Compliance checks are undertaken both before approval and periodically during the business relationship.

- During 2025, 11 contractors performed work directly at the company site and were subject to the contractor-management process. The company has subsequently advised that one additional contractor is being added to the current contractor record.
- Based on Company's 2025 approved-supplier list, there were 397 suppliers in total, of which 11 were contractors working directly at the IGV site. The remaining 386 suppliers did not perform work directly at the site.
- For suppliers that do not perform work directly at the company's site, ethical labour and human-rights requirements are incorporated into contracts or equivalent documentation. Supplier questionnaires are used as an additional due-diligence measure for key suppliers, rather than being issued to all 386 suppliers. The company applies a risk-based review cycle, with questionnaires generally refreshed at intervals ranging from annually to once every three years, depending on the supplier's assessed risk. The Company is currently reviewing its procedure governing the frequency of these assessments.
- The company has advised that suppliers selected to complete the questionnaire have, to date, responded to the requests made. Where a questionnaire or other assessment identifies an unsatisfactory or higher-risk position, the Company requires the supplier to make improvements and, where satisfactory remediation cannot be achieved, may seek an alternative supplier.
- The Company reported that no actual or suspected cases of child labour, forced labour or other unethical labour practices were identified through its contractor-management controls during 2025. Contractors working at the Company's site were reported to have complied with the applicable requirements. In addition, no cases of child labour were identified during the raw-material supplier visits undertaken during the year. This should be read in the context that the supplier audits themselves were principally food-safety and quality audits rather than dedicated modern-slavery assessments.

Approval of the Board of Directors

I, Toshiki Matsui, hereby certify that the content of the "FY2025 Slavery and Human Trafficking Statement" is true and has been approved by Panfoods's Board of Directors.

September 2026


Toshiki Matsui (Sep 24, 2026 13:39:56 ADT)

Toshiki Matsui
Panfoods Co., Ltd
Chairman of the Board