

TOYOTA CONNECTED EUROPE LIMITED MODERN SLAVERY ACT STATEMENT

For the financial year ending 31 March 2025

OVERVIEW

At Toyota Connected Europe Limited ("TCEU"), we recognise the fundamental importance of conducting our business responsibly and ethically. We take a zero-tolerance approach to modern slavery occurring in our business or supply chains and welcome the Modern Slavery Act 2015 (the "Act") and the transparency it encourages. This is our fourth statement under the Act and is prepared in compliance with our statutory obligations.

Our values include treating each other as equals by respecting and cherishing our diverse backgrounds and abilities. We believe that respect for human rights is fundamental to sustainable business practices.

As part of the Toyota Group, we are committed to upholding the highest standards of business conduct and contributing to a society free from modern slavery and human trafficking.

BUSINESS STRUCTURE AND SUPPLY CHAINS

Our company was established as an entity within the Toyota group on 29 March 2018 and has since developed connected services, telematics services, digital marketing services, MaaS (mobility as a service) solutions and dealer integrated services. Using the power of data, we seek to deliver inclusive, sustainable and safety-focused technology solutions that have a positive impact on society.

We work closely with Toyota Motor Europe NV/SA ("TME") with whom we seek to share best practice and experience. TME handles the wholesale marketing of Toyota and Lexus vehicles, parts and accessories in Europe, and manages Toyota's European manufacturing and engineering operations. This collaboration enables us to leverage group-wide expertise in addressing modern slavery risks.

Our suppliers primarily consist of:

- IT service providers and software developers;
- IT tool and platform providers;
- professional services and consultancy providers;
- resource and staffing providers; and
- office services and facilities management providers.

Whilst our direct supply chain may present relatively lower modern slavery risks compared to manufacturing or labour-intensive industries, we remain vigilant about potential risks, particularly in areas such as security services and IT hardware supply chains.

RISK MANAGEMENT AND DUE DILIGENCE

As part of our enhanced initiative to identify and mitigate risk in this area:

- we continue to build long-standing relationships with our key suppliers and ensure that expectations of business behaviour are clear and consistent;
- we have strengthened our supplier onboarding processes to include modern slavery risk assessments;
- where possible, we ensure appropriate contractual protections are in place with our key suppliers, including specific modern slavery clauses;

- we have continued our anti-slavery training programme for all staff, whether or not involved in sourcing/managing our supply chain. This has incorporated sector-specific content and case studies relevant to our industry;
- modern slavery enquiries and controls are now fully integrated into our procurement processes; and
- over the coming year, we will consider implementing a Supplier Code of Conduct.

POLICIES AND PROCEDURES

We have in place a comprehensive suite of policies and procedures designed to address our commitment in relation to human rights and other areas of social responsibility, including in the areas of:

- Equal Opportunity and Diversity & Inclusion
- Anti-Corruption and Bribery
- Personal Data Protection and Privacy
- Anti-Harassment and Bullying
- Whistle-Blowing and Speak-Up procedures
- Health and Safety

Our staff have reviewed and agreed to abide by the Code of Conduct set by our ultimate parent company, Toyota Motor Corporation, ensuring alignment with group-wide standards.

IMPLEMENTATION

Whilst TCEU's Board Members retain ultimate responsibility for implementing the objectives considered in this statement, it is the responsibility of every individual in any part of our business or supply chain to prevent, detect and report modern slavery.

Mamoru Hayakawa, director and Chief Administrative Officer of TCEU, continues to monitor progress of the aforementioned efforts and any related issues (should they arise) and keeps the Board updated through regular reporting.

We have established clear escalation procedures, and any issues relating to modern slavery in connection with TCEU should immediately be reported to Mamoru Hayakawa or through our confidential whistle-blowing channels.

MONITORING AND REVIEW

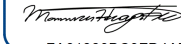
This statement will be reviewed, updated and published on our website on an annual basis. We are committed to continuous improvement and will regularly assess the effectiveness of our measures.

We welcome feedback from stakeholders on our approach and encourage anyone with concerns about modern slavery in our operations or supply chains to contact us.

APPROVAL

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes TCEU's slavery and human trafficking statement for the financial year ending 31 March 2025.

The TCEU Board approved this statement on 26 September 2025

Signed by:

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Mamoru Hayakawa for and on behalf of
Toyota Connected Europe Limited
Date: 29 September 2025

Next Review: within 6 months of the financial year ending 31 March 2026