

# MODERN SLAVERY STATEMENT

For Reporting Period 1st January 2025 to 31<sup>st</sup> December 2025

# Contents

1. INTRODUCTION .....	3
2. ORGANISATION STRUCTURE, BUSINESS AND SUPPLY..... CHAINS	3
3. POLICIES IN RELATION TO MODERN SLAVERY.....	4
4. RISK ASSESSMENT AND DUE DILIGENCE.....	6
5. EFFECTIVENESS OF MEASURES.....	10
6. ONGOING MONITORING.....	13
7. SIGNATURE.....	13

## 1. INTRODUCTION

### **Canon Europa N.V., Canon Europe Ltd, and Canon (UK) Ltd Modern Slavery Act Statement for Year Ended the 31st of December 2025.**

Canon Europa N.V., located in Amstelveen (The Netherlands), Canon Europe Ltd, located in Uxbridge (UK) (together referred to as Canon Europe), and Canon (UK) Ltd (Canon UK), situated in Uxbridge (UK), make this statement pursuant to the United Kingdom Modern Slavery Act 2015. This statement aims to provide transparency in our policies and due diligence strategy to prevent the occurrence of modern slavery in our operations and supply chains, for the fiscal year-end on the 31st of December 2025.

## 2. ORGANISATION STRUCTURE, BUSINESS AND SUPPLY CHAINS

### 2.1 Organisational Structure

Canon Europa N.V. is a wholly owned subsidiary of Canon Inc., a Japanese corporation established in 1937, headquartered in Tokyo, Japan. It is the parent company of the Canon Group, which comprises 321 consolidated subsidiaries worldwide operating across four principal business domains: Printing, Imaging, Medical and Industrial.

As of 31st December 2025, Canon Inc.'s global consolidated net sales were 4,624.7 billion yen and the Canon Group had approximately 165,547 employees. Further details about Canon Inc.'s corporate activities can be found on the official Canon global website ([Canon Global](#)).

Canon Europe is one of Canon's regional headquarters responsible for regional strategy development, sales, marketing, service and support for its markets in Europe, the Middle East, and Africa (EMEA region). In Europe, Canon totaled sales of 1,225.5 billion yen and had a workforce of approximately 22,332 employees over the same period.

Canon UK operates as the local sales and marketing company of Canon Europa N.V., which in turn is the sales and marketing arm of Canon Inc. in Europe. Our business is comprised of a direct sales model as well as having channel partners such as dealers, resellers and retailers.

As of 31st of December 2025, Canon UK employed 1,135 people in various locations, including the head office in Uxbridge and offices in London, Elstree and Birmingham.

### 2.2 Supply Chain

Canon Europe and Canon UK Supply Chain: By far our largest supplier of products and services is Canon Inc. from whom we purchase imaging products, components and consumables such as toner and ink for resale. For this reason, we have included throughout this statement information about Canon Inc. operations and activities to address modern slavery risks.

Canon Inc. places great importance on manufacturing, engaging in product assembly as well as the production of certain components, parts and materials at its own plants, factories and Canon Group manufacturing companies that bear the Canon name and are owned by Canon Inc., directly or indirectly.

Manufacturing companies in the Canon Group are located in Japan, China, Taiwan, Malaysia, Thailand, the Philippines, Vietnam, the United States and Europe. They supply Canon products to Canon Inc. and companies including the Canon Group marketing subsidiaries and affiliates. These manufacturing companies directly employ considerable numbers of employees and are administered by Canon Inc., which acts as the head of the Canon Group. Canon Group offices, plants and manufacturing companies are engaged in partnerships with suppliers worldwide unaffiliated with the Canon Group, from whom they purchase components such as electronic parts, mechanical parts, units and materials.

Further information on Canon's subsidiaries and affiliates, their locations, employee numbers and activities, is available in the [Canon Group Directory | Canon Global](#) on the Canon Inc. global website.

Outside Canon Inc., Canon Europe and Canon UK source printing paper, packaging and small number of non-Canon commercial products from regional suppliers and services including warehousing, logistics, waste management, facilities management, IT, marketing, travel and professional services across the EMEA region.

### **3. POLICIES IN RELATION TO MODERN SLAVERY**

Canon's corporate philosophy is *kyosei*, it conveys the aspiration to create a society in which all people, regardless of race, religion or culture, live and work together for the common good. *Kyosei* expresses our commitment to and global aspiration for a respect for humanity and makes clear the company's firm stance to work together with stakeholders around the world to achieve this. Further details provided on [Corporate Philosophy & Spirit | Canon Global](#)

#### *Canon Group Human Rights Policy*

The Canon Group Human Rights Policy, established in 2021, expresses Canon's commitment to respect human rights and take measures to protect human rights under the corporate philosophy of *Kyosei*, which we embed in our operational policies and procedures.

This policy specifies that the Canon Group commits to respecting internationally recognised human rights across all its business activities, as set out in the International Bill of Human Rights, the International Labor Organisation (ILO) Declaration on Fundamental Principles and Rights at Work, the UN Guiding Principles on Business and Human Rights, and the Organisation for Economic Cooperation and Development (OECD) Guidelines for Multinational Enterprises on Responsible Business Conduct.

It stipulates that the Canon Group will conduct human rights due diligence, establish and operate a grievance mechanism, conduct human rights awareness training, and engage in dialogue with stakeholders on human rights in the supply chain. In addition to respecting internationally recognised human rights, including the prevention of child labour, forced labour, unreasonable restrictions on movement and excessive overtime work, the respect for freedom of association and the right to collective bargaining.

The Human Rights Policy is published via Canon Inc.'s global website: [Canon Group Human Rights Policy](#) and is communicated to employees and stakeholders in various countries and regions. Considering global trends and societal expectations, Canon revised the Canon Group Human Rights Policy in January 2025 and will continue to review the policy as needed in response to changes in the business environment. Canon has established governance structures to promote human rights initiatives, including a Human Rights Secretariat headed by the executive in charge of human rights and a Human Rights Working Group that supports implementation and disclosure activities.

To support implementation and oversight of these policies, Canon has established a formal governance structure for human rights and sustainability. A Sustainability Committee, chaired by the Chief Financial Officer and comprising senior leaders from across the business, convenes regularly to review sustainability-related risks, including human rights and modern slavery risks, and to support decision-making by the Chief Executive Officer. Matters discussed by the Committee are escalated to executive leadership as appropriate.

In addition, a Human Rights Secretariat and Human Rights Working Group have been established to coordinate human rights due diligence activities, monitor risks, support disclosure, and promote continuous improvement across the Group. Responsibilities include stakeholder engagement, risk identification and assessment, and oversight of grievance mechanisms.

#### *Canon Group Code of Conduct*

The Canon Group Code of Conduct, established in 2001, sets the standards to which executives and employees of the Canon Group are required to conduct themselves and their duties. Based on the Code of Conduct, the Group has formulated a range of policies covering matters such as human rights, labour, the environment, legal compliance, procurement, and security, to govern its business activities.

In 2024, we introduced the EMEA Code of Conduct, which is specifically tailored for our operations across the EMEA region. While aligned with the principles and values of the Canon Group Code of Conduct, the EMEA Code reflects regional considerations and provides additional guidance relevant to our local business practices.

The [Canon Supplier Code of Conduct](#), reviewed and updated in 2025, is formulated based on the Responsible Business Alliance (RBA) Code of Conduct, to promote procurement activities that take proper account of labour, health and safety, environmental concerns and management systems. This document acts as the basis for fulfilling social responsibilities in the supply chain.

Canon Europe and Canon UK introduced a Supplier Code of Conduct in 2013 which applies to all suppliers. It is embedded in [General Purchase Terms and Conditions](#) and procurement contracts. We expect all our suppliers to operate according to this Code and follow the principles contained within the International Bill of Human Rights principles, the Covenants of the ILO, and other relevant international treaties and covenants. This Supplier Code of Conduct requires suppliers to “ensure not to use or facilitate any forced or compulsory labour, including debt bondage, trafficking, and other forms of modern slavery”.

Canon promotes procurement activities that take proper account of labour, health and safety, environmental concerns and management systems across its supply chain.

Canon communicates the Canon Supplier Code of Conduct to its suppliers and requests compliance with its requirements, including those relating to the prevention of forced labour, child labour and other human rights risks.

To ensure that these expectations are consistently understood and effectively implemented, Canon embeds the requirements of the Supplier Code of Conduct within core supplier onboarding and ongoing supplier management processes. Suppliers are formally notified of these expectations through contractual terms, supplier communications and procurement processes aligned with internationally recognised standards, including the Responsible Business Alliance (RBA) Code of Conduct.

Communication and implementation are supported through structured supplier engagement activities, including annual self-assessment questionnaires (SAQs), supplier briefings and follow up discussions. These processes are designed not only to communicate expectations but also to assess supplier understanding and implementation. Canon reviews and analyses supplier responses and, where necessary, conducts follow up activities, such as online meetings, site visits and verification of supporting documentation to confirm that appropriate management systems are in place.

To further support effective implementation, Canon promotes awareness through engagement with suppliers across different regions and provides guidance where gaps are identified. Where improvement is required, Canon works collaboratively with suppliers to strengthen their policies, management systems and communication processes, and monitors progress through ongoing assessment and verification activities. This approach supports the consistent application of labour standards across the supply chain, including the prohibition of forced labour, human trafficking and exploitative working practices.

#### *Our Procurement Policy*

Our Procurement Policy supports the implementation of the Supplier Code of Conduct, by setting out Canon’s approach to responsible sourcing and reinforcing expectations relating to labour, human rights, environmental protection and ethical business conduct.

In July 2024, we formulated and distributed the Canon Sustainability Supplier Guidelines to all of our suppliers. This document provides details of our initiatives for addressing climate change, human rights and other important issues related to sustainability; requests for supplier cooperation and surveys, and the standards set out in the Canon Supplier Code of Conduct and Green Supply Chain Management Procurement Standards. Based on these guidelines, we will continue to strengthen sustainable procurement in our supply chain. Our [Procurement Policy](#) and the [Canon Sustainability Supplier Guidelines](#) are published on our website to inform all stakeholders.

### *Canon Group Whistle-blower Policy*

Canon Europe and Canon UK have local grievance mechanisms in place for employees (permanent and temporary workers, as well as contractors) to raise their concerns on any conduct or compliance issue, including modern slavery. We have protections and processes in place to ensure that employees who make disclosures are protected from retaliation. We reviewed our local whistle-blower policy in 2021 and rebranded it as the 'Speak Up Policy', in addition to reviewing our modern slavery training to include our updated grievance mechanism, with both going live in January 2022 [Canon EMEA Speak up Policy](#).

The wider Canon Group has established whistle-blowing routes through which employees can report specific human rights concerns in their own language. Canon Inc. raises awareness of the reporting system via the company intranet and training s. The [Responsible Business Conduct Hotline](#) is a point of contact on the Canon Global website for external stakeholders to report specific human rights concerns about Canon's corporate activities.

With both the internal and external hotlines, due care is taken to protect the privacy of informants and to ensure they do not suffer disadvantageous treatment as a result, including the option of anonymous reporting. When a report containing a possible compliance violation is received, an investigation is launched to establish the facts, and a final decision is made as to whether there is a compliance violation. If a compliance violation is identified, appropriate corrective actions are implemented along with measures to prevent recurrence.

### **Industry Coalition**

#### *Responsible Business Alliance*

In December 2019, Canon joined the Responsible Business Alliance (RBA), a coalition of companies that promote socially responsible global supply chains. Canon actively promotes initiatives that consider the global environment, people, and society by respecting the RBA's vision and mission and adopting its Code of Conduct.

#### *Responsible Mineral Initiative*

Since April 2015, Canon has supported the Responsible Mineral Initiative (RMI) activities, and an international focused on addressing the issue of conflict minerals.

#### *UN Global Compact*

Canon Europe has been an annual signatory to the UN Global Compact since January 2014, thereby fully supporting the Compact's ten principles, including eliminating all forms of forced and compulsory labour (Principle 4). Canon Europe is committed to ensuring that the principles are consistently followed across our business operations and supply chains. For more details and access to our 'Communication on Progress' (CoP) report, please visit <https://www.unglobalcompact.org/what-is-gc/participants/30671>.

## **4. RISK ASSESSMENT AND DUE DILIGENCE**

### **4.1 Risk Identification and Assessment**

Canon has established an internal Human Rights Secretariat, headed by the Chief Financial Officer (CFO), who serves as the executive in charge of human rights, to pursue human rights initiatives. The secretariat formulates an overall plan for human rights initiatives, establishes and operates grievance mechanisms, conducts stakeholder engagement, and reports important matters to the executive in charge. Potential human rights violation risks have been identified as a significant risk by the Risk Management Committee established by a resolution of the Board of Directors. Each Canon Inc. division and Group company is implementing initiatives to prevent and mitigate human rights risks. The results are evaluated annually by the Risk Management Committee and reported to the CEO and Board of Directors. We also established a Human Rights Working Group in April 2024 under direction of the Sustainability Committee, which engages in activities aimed at ensuring appropriate human rights disclosure.

We assess human rights risks for new businesses. For example, when conducting an acquisition, we examine the target company's compliance with labour standards, health and safety laws, and other regulations as part of due diligence to confirm that there are no human rights risks at the company that is newly joining the Group. In 2025, the organisations\* selected by the Human Rights Secretariat were subject to human rights due diligence, and the implementation rate reached 100%. Canon will continue to reinforce efforts to prevent and mitigate human rights risks.

\* All business units (including related group companies), headquarters administrative divisions with a high potential impact on human rights risks, and other group companies (original product-owning companies and regional sales headquarters)

Based on the UN Guiding Principles on Business and Human Rights and the OECD Due Diligence Guidance for Responsible Business Conduct, we undertake human rights due diligence across the Group, as one of the activities under the Risk Management Committee. Each Canon Inc. division and Group company conducts human rights due diligence in their respective business activities, including the supply chain. They identify and evaluate potential adverse human rights impacts and determine salient human rights risks. In assessing human rights risks, they refer to resources such as the country/region-specific human rights risk index provided by the Responsible Business Alliance (RBA).

Canon recognises that modern slavery and human trafficking risks may arise within its operations and global supply chain. These risks include forced labour, child labour, human trafficking, and exploitative labour practices, as reflected in the Canon Group's salient human rights risk assessment. Such risks may occur in higher-risk areas including manufacturing, components and materials supply, logistics and warehousing, facilities and waste management services, and in regions with elevated human rights risks.

Canon addresses these risks through its Group-wide human rights due diligence framework, aligned with the UN Guiding Principles on Business and Human Rights and the Responsible Business Alliance (RBA) Code of Conduct. This includes supplier evaluation, use of RBA Self-Assessment Questionnaires (SAQ), audits, and ongoing supplier engagement to identify, assess and mitigate risks.

Where risks or noncompliance are identified, Canon works with suppliers to implement corrective actions and may reconsider business relationships where necessary.

The full list of human rights risks identified across the supply chain and the controls in place are shown in the [Sustainability Report](#) on page 50.

Canon Europe and Canon UK have assessed modern slavery and human trafficking risks within their regional supply chains since 2016. In general, industries with a higher risk of modern slavery incidents include warehousing, distribution, facility management services, manufacturing and forestry.

Canon UK is a member of Tech UK; through this industry association, it has been brought to our attention that the waste sector has more modern slavery-related prosecutions than any other sector in the UK. On this basis, we are adding 'waste contractors' to our list of high-risk contractors. Suppliers having to adhere to Canon's policies and complying with our Code of Conduct is fully embedded into Canon UK's procurement process.

## **4.2 Due Diligence Processes**

### *Canon Group Manufacturing Companies*

Most Canon branded products are assembled by Canon Group manufacturing companies, instead of outsourcing their production. Canon Group manufacturing companies manage their affairs and conduct training in the areas of recruitment and employment in compliance with local laws and regulations and the Canon Group Code of Conduct. Regarding suppliers of production materials, Canon Group manufacturing companies ascertain the conditions at suppliers through supplier inspections and operational exchanges.

Canon Group utilises the Responsible Business Alliance's (RBA's) Self-Assessment Questionnaire (SAQ) to assess the risk of human rights violations at production sites worldwide. In addition, Canon Group manufacturing companies conduct internal audits, including on-site inspections, and undergo regular external audits. Validated Assessment Program (VAP) audits are also carried out, and certification levels are monitored.

Canon measures the effectiveness of its due diligence processes through defined performance indicators. During the reporting period:

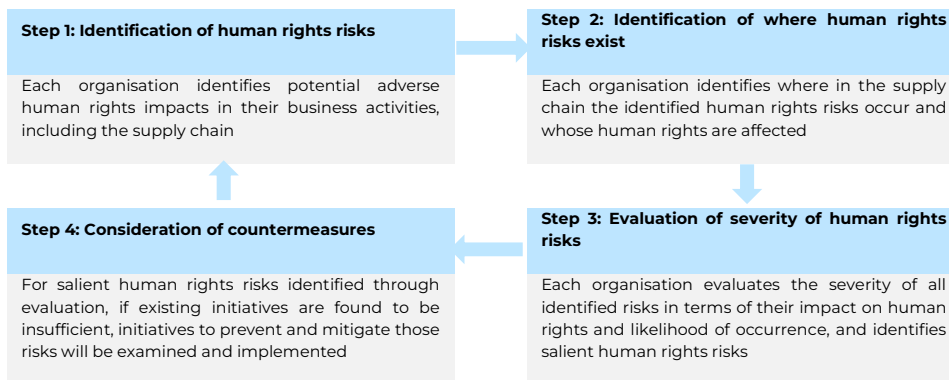
- 100% of selected Canon Group companies were subject to human rights due diligence processes
- 99.5% of targeted suppliers completed RBA-approved Self-Assessment Questionnaires (SAQs)
- 100% of major suppliers were requested to comply with Canon Sustainability Supplier Guidelines

These metrics support the monitoring of risk identification, supplier engagement and compliance across the supply chain.

*Human Rights Due Diligence*

Each Canon Inc. division and Group company conducts human rights due diligence in their respective business activities, including the supply chain, following the process shown in the diagram below. They identify and evaluate potential adverse human rights impacts and determine salient human rights risks. In assessing human rights risks, they refer to resources such as the country/region-specific human rights risk index provided by the Responsible Business Alliance (RBA).

**Canon's human rights due diligence process**



*Supplier Due Diligence and Monitoring*

Indicator	Target	2025 Result
Implementation rate for human rights due diligence	100% (every year)	100%

Canon Inc. formulated the Canon Supplier Code of Conduct, based on the RBA Code of Conduct, to promote procurement activities which take proper account of labour, health and safety, environmental concerns, and management systems. Canon Group also collects letters of agreement concerning adherence to the Code of Conduct from major suppliers.

Before starting business dealings with a new supplier, the Canon Group conducts an assessment based on the Canon Sustainability Supplier Guidelines and other reference standards. Only suppliers who meet these criteria are accepted.

To strengthen cooperation with our major suppliers, we hold the Procurement Annual Meeting to explain procurement policies, request compliance with the Canon Sustainability Supplier Guidelines, and report on related activities. In addition, we raise awareness of the code by conducting an annual survey of our suppliers worldwide, while also asking first-tier suppliers to ensure their supply chain (Canon's second-tier suppliers) understand and comply with the Canon Sustainability Supplier Guidelines.

In 2025, we requested all major suppliers to comply with the Canon Sustainability Supplier Guidelines.

Canon conducts annual questionnaire-based self-assessments using the RBA-approved Self-Assessment Questionnaire (SAQ) to identify and assess labour, health and safety, environmental, and ethical risks. Suppliers are followed up where responses are not received, and feedback is provided to support improvement. Canon also conducts site visits and online meetings to verify responses and assess supplier practices.

In cases where suppliers are not complying with laws and social norms covering areas such as human rights, labour, and the environment, Canon Group may choose to terminate business relationships.

Where risks or noncompliance are identified, Canon works collaboratively with suppliers to implement corrective actions and improve management systems. During the reporting period, follow up activities resulted in improvements in areas such as wage transparency, disciplinary practices, and worker protection measures. Canon monitors implementation of corrective actions and may reconsider business relationships where required.

#### *Responsible Minerals Sourcing*

The Canon Group has a comprehensive due diligence to identify conflict/high-risk regions and avoid the use of materials supplied from business operators disrespecting human rights or environmental conservation. We investigate the countries of origin of minerals and exercise due diligence, following the 5-step framework recommended by the Organisation for Economic Co-operation and Development (OECD) in its Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas (OECD Guidance).

In identifying and evaluating the risks, Canon uses the Conflict Minerals Reporting Template (CMRT) and the Extended Minerals Reporting Template (EMRT) published by the Responsible Minerals Initiative (RMI\*), as well as internally developed formats based on survey indicators where necessary. We use the results of these surveys to inform risk-mitigation efforts in this area.

In 2025, Canon requested CMRT/EMRT-based surveys relating to 3TG and cobalt sourcing, from eligible suppliers. Based on the survey responses, there is no evidence pointing towards significant human rights or environmental risks in Canon's supply chain. Where risks are identified, suppliers are required to switch to lower-risk sources. [Addressing the Responsible Minerals Sourcing \(Conflict Minerals Issue\) | Canon Global](#)

#### *Canon Europe & Canon UK*

Following the due diligence revision that started in 2020, Canon Europe and Canon UK's supply chain assessment platform underwent enhancements in 2024. This strengthened traceability, documentation management, mapping, and reporting accuracy.

Canon UK have implemented a self-assessment tool for evaluating the risk levels of all its suppliers before officially onboarding them. In 2025 results were reviewed and analysed internally. All vendors were classified as low risk.

In addition to local improvements, in 2022, Canon Europe and Canon UK took part in the Canon Group Risk Assessment. This has been running consistently since 2021.

Please refer to our latest official Sustainability Report [Canon Sustainability Report](#) via our website for further details on the Canon Group Risk Assessment and its results.

## 5. EFFECTIVENESS OF MEASURES

### 5.1 Supplier Compliance and Risk Assessment Metrics

Indicator	Target	2025 Result
Rate of requests for compliance with the Canon Sustainability Supplier Guidelines among major suppliers	100% (every year)	100%
Completion rate of risk assessments using SAQ surveys among major suppliers	At least 95% (every year)	99.5%

### 5.2 Supplier Engagement Effectiveness

The Canon Group requests major suppliers to sign an agreement confirming adherence to the RBA Code of Conduct. We also request the second-tier suppliers understand and adhere to Canon Supplier Code of Conduct through the first-tier suppliers.

In 2025, agreements were signed with 367 of 374 major suppliers, equivalent to a consent rate of 98.1%. Canon also uses an RBA-approved Self-Assessment Questionnaire (SAQ) to identify and assess labour, health and safety, environmental, and ethical risks. Our goal is to achieve a risk assessment response rate of over 95%. The response rate was 99.5% (372 responses out of 374 companies surveyed).

Suppliers that did not reply to the survey were followed up individually. No businesses were identified as high risk among these suppliers, but we provided feedback on the results to our major suppliers and requested that they identify weaknesses and improve on them.

### 5.3 Audit and Monitoring Effectiveness

Canon Group utilises the Responsible Business Alliance's (RBA's) Self-Assessment Questionnaire (SAQ) to assess the risk of human rights violations at 64 Canon Group production sites worldwide and confirm that the sites are not making use of child labour or forced labour and respect workers' freedom of association and right to collective bargaining. In addition, Canon Group manufacturing companies conduct internal audits, including on-site inspections, and undergo regular external audits. In 2025, 9 sites worldwide underwent Validated Assessment Program (VAP) audits, a third-party auditing program of the RBA. Number of sites holding valid certification as of the end of December 2025 is as follows:

#### Sites with RBA VAP Audit Certification\*

(as of end-December 2025)

	Number of ranked sites
<b>Platinum</b>	14
<b>Gold</b>	4
<b>Silver</b>	7

\* Includes sites that underwent VAP audits and obtained certification in 2024

Following the 2025 VAP audit facilities received feedback and improvements were made in the following areas:

- Management of consecutive working days
- Improvements to employee protective equipment
- Improvements to deficiencies in hazard labelling for chemical substances
- Installation of emergency eyewash and shower facilities
- Improvements to deficiencies in evacuation route maps

Based on the survey responses of the RBA SAQ, Canon Group confirmed there is no evidence of child or forced labour or any unreasonable restrictions on workers' movements on the sites or while at work among Canon Group production sites. In addition, Canon Group has confirmed that the Group companies do not retain original documents of employee personal ID documents or other personal documentation, and that they put regulations in place that clearly stipulate this through the SAQ.

To prevent child labour, the Canon Group checks the age of employees when they enter the company and have developed a response flow in case an employee who is under the minimum working age is found. In addition, young workers under the age of 18 are prohibited from working any overtime or nighttime, or engaging in dangerous work, thereby considering their health and wellbeing.

Since 2022, at our core business production sites, we have also been carrying out risk assessments relating to labour, health and safety, the environment, and ethics, for the major onsite service providers related to security, cleaning, and cafeteria, labour agencies, and facility or dormitory management companies. The assessments conducted in 2025 identified risks mainly in the following areas, where we worked for improvement in collaboration with suppliers.

- Charge for Expenses Incurred for Employment
- Prohibition on Punitive Fines
- Appropriate Pay Slips
- Physically Demanding Work
- Management of Personal Information

#### 5.4 Whistleblowing Effectiveness

Canon Inc. has set up an internal reporting system through which employees can report specific human rights concerns. We also work to raise awareness of the reporting system via the company intranet and training programs, among other measures, and are taking steps to ensure its appropriate use.

In addition, we have established a reporting system for external stakeholders. With both the internal and external hotlines, due care is taken to protect the privacy of informants and to ensure they do not suffer disadvantageous treatment as a result, including the option of anonymous reporting.

When a report containing a possible compliance violation is received, an investigation is launched to establish the facts, and a final decision is made as to whether there is a compliance violation. If a compliance violation is identified across Canon group, appropriate corrective actions are implemented along with measures to prevent recurrence.

The table below shows the number of reported human rights-related whistleblowing reports, reported cases, and reported cases in which compliance violations were found, over the past three years. No cases of serious human rights-related compliance violations were found.

	2023	2024	2025
Reported whistleblowing reports during the year	83	123	121
Reported cases during the year	94	140	141
Reported cases in which investigation was completed, and compliance violations were found	17	27	29
Discrimination, harassment	14	23	25
Labour management	3	4	4

In Canon UK one concern was raised through the Speak Up portal during the reporting period. The case did not relate to modern slavery or human rights risks. It was investigated in line with internal procedures and no evidence was found to substantiate the allegation.

## 5.5 Monitoring, Outcomes and Continuous Improvement

Canon continuously monitors the effectiveness of its approach to preventing modern slavery through defined performance indicators, internal review mechanisms, and stakeholder engagement.

During the reporting period:

- No cases of forced labour or child labour were identified within Canon Group production sites through due diligence and audit processes
- No modern slavery-related grievances were substantiated through internal or external whistleblowing mechanisms
- Supplier engagement processes resulted in measurable improvements in supplier management systems and labour practices

Canon also tracks human rights-related whistleblowing reports and investigation outcomes as part of its monitoring framework. In 2025, 121 human rights-related reports were received across the Group, with investigations conducted and corrective actions implemented where required.

Canon uses these insights to strengthen its approach, enhance due diligence processes, and continuously improve its management of modern slavery risks.

## 5.6 Training and capacity building

Indicator	Target	2025 Result
Implementation rate for human rights-related education and awareness activities	100% (by 2027)	80%

Since 2021 Canon has been carrying out human rights awareness training programmes for employees to instill basic knowledge about business and human rights and raise awareness of the Canon Group Human Rights Policy and other human rights initiatives at Canon. Training programmes held overseas reflect national and local characteristics, with each company optimising the content and translating it into each language. Canon positioned this activity under the Risk Management Committee starting in 2025 and set a target of achieving a 100 percent implementation rate\* for human rights education and awareness activities across the Group over the three-year period from 2025 to 2027. The rate as of the end of 2025 was 80 percent. We will continue to strengthen these education and awareness activities, aiming to further enhance the awareness of human rights among all employees.

\*Implementation rate at Group companies selected by the Risk Management Committee secretariat to undertake human rights education activities.

To ensure new employees to Canon Europe and Canon UK's have an adequate level of understanding of Modern Slavery as well as the possible risks in our operations, a bespoke and mandatory Modern Slavery training programme is assigned to new starters. In 2025 we have a 91% completion rate.

In 2020, Canon UK and Canon Europe developed and launched an interactive course accessible to all employees. In 2024 we updated the course with latest information available to Canon UK and Canon Europe, as result of this update the refresher course has been relaunched and re-introduced to colleagues. The course aims to refresh employees' understanding of this important subject and encourage and educate them on raising concerns or suspicions about modern slavery issues in any parts of our business or supply chain via our Speak Up portal.

## 6. ONGOING MONITORING

Canon continuously monitors compliance with the content set out in the Canon Group Human Rights Policy through its risk management and governance structures which are described in its [Canon Sustainability Report](#). The company also pursues ongoing efforts to improve our identification and assessment methods for human rights due diligence and periodically review them throughout the Group. It continues to review the Group's human rights initiatives in accordance with social demand, dialogue with stakeholders, and Canon's business operation.

## 7. SIGNATURE

This statement is made pursuant to Section 54 of the Modern Slavery Act (2015) in respect of the financial year ended on the 31st of December 2025. The Boards of Directors of Canon Europa NV/Canon Europe Ltd/ Canon (UK) Ltd have reviewed and approved it on the 23<sup>rd</sup> June 2026.



**Shinichi Yoshida**  
President & CEO Canon Europa N.V. and Canon Europe Ltd



**Guido Jacobs**  
Managing Director Canon UK Ltd