



TREASURE DATA'S COMMITMENT AGAINST HUMAN TRAFFICKING AND SLAVERY STATEMENT

(For the financial year ending 31 March 2025.)

This statement is made on behalf of Treasure Data, Inc. and Treasure Data (UK) Limited (collectively, "Treasure Data") pursuant to section 54(1) of the Modern Slavery Act 2015 ("Act") and sets out the steps we have taken to prevent human trafficking and slavery from taking place within our business and supply chain.

Treasure Data and Our Business

Treasure Data is committed to helping enterprises solve complex data problems by empowering them with superior actionable insights that drive effective customer experiences through our AI enabled Customer Data Platform (CDP). We provide a cloud-based, software-as-a-service (SaaS) solution to business customers around the world. We generate revenue primarily from charging subscription fees for access to our service and, to a lesser extent, from professional services.

We run our business with honesty and integrity and encourage the highest ethical standards for our employees, suppliers and channel partners. We believe in human rights and do not tolerate any type of forced or compulsory labor, human trafficking or slavery. We are committed to preventing human trafficking and slavery in our corporate activities.

Our Supply Chain

Treasure Data uses suppliers to support the efficient and effective delivery of our services to customers. Our suppliers are predominantly registered business and professional services organizations. These include direct suppliers (who provide, for example, the cloud hosting services we use as the backbone of our CDP platform) and indirect suppliers (who provide, for example, the software applications used by back-office functions like accounting or human resources). We also engage suppliers to provide (among other things) marketing, engineering, financial and other professional services; travel, hospitality and food-catering services; laptop computers, network software and hardware and other IT equipment; and general office supplies.

Our Values and Policies

- **Our Code of Conduct**. Our Employee Code of Conduct, which sets the standards for how we conduct our business, strictly prohibits human trafficking and slavery. Our employees are trained to comply with our Code of Conduct once a year. This Code applies to Treasure Data and all of its subsidiaries worldwide.
- **Vendor Risk Management Program**. Our Supplier Code of Conduct requires our suppliers and vendors to comply with all applicable laws and regulations and strictly prohibits human trafficking



and slavery. We have standard terms of business that require our suppliers and vendors to commit to comply with our Supplier Code of Conduct or its principles.

- Partner Agreements. In our standard terms of business with introducers and resellers, we require our business partners to agree and comply with our Supplier Code of Conduct.

Reporting

Our commitment against human trafficking and slavery is reflected in our values and policies and how we conduct our business. Our employees and external third parties are encouraged to use our whistleblower Speak Up Helpline (available at <https://www.treasuredata.com/speak-up-helpline>) if they observe or suspect a violation of our Code of Conduct, or any illegal activity, including any act of human trafficking or slavery. We take appropriate action to investigate and remediate any reported violation. We have not received any reported violations of the Act during the financial year to which this statement relates.

Board Approval

This statement has been approved by the Board of Directors of Treasure Data, Inc.

Hiro Yoshikawa

Hiro Yoshikawa (28 January 2026 13:07:23 PST)

By: _____

Name: Hiro Yoshikawa

Title: Director

CONTRACT NAME	Anti-Slavery_Statement_Final_2025
CONTRACT ID	545e2296-7422-4923-824c-c6e3c11ae7c1
STATUS	Executed
DATE TIME FORMAT	DD MMMYYYY HH:mm:ss Timezone
TIMEZONE	America/Los_Angeles

CONTRACT HISTORY



SENT

Sent for Signature to **Hiro Yoshikawa** (hiro@treasure-data.com) by **Carlos Mino** (carlos.mino@treasure-data.com).

22 January 2026 10:07:57 PST
IP: 73.222.207.163



SIGNED

Signed by **Hiro Yoshikawa** (hiro@treasure-data.com).

28 January 2026 13:07:24 PST
IP: 24.4.150.105
Santa Clara County, CA, USA



EXECUTED

This document has been signed and executed by all parties.