

VISASQ/COLEMAN Modern Slavery Act Statement
Fiscal Year 2025: January 1, 2025 – December 31, 2025

It is a priority for VISASQ/COLEMAN to ensure that we work to prevent modern slavery and human trafficking throughout our organisation and in our supply chain. This statement, made in accordance with Section 54 of the United Kingdom's Modern Slavery Act 2015 (the "Act"), highlights the key activities we undertake as part of these efforts in fiscal year 2025.

Our Business Structure

VISASQ/COLEMAN operates a platform which provides global leaders and business investors with the expertise needed to make better decisions. VISASQ/COLEMAN was established in 2021 as a partnership between Japan's top expert network firm, VisasQ Inc. and Coleman Research Group, Inc., a trusted expert network service provider with more than 20 years of global experience. With a head office located in Tokyo, Japan, VISASQ/COLEMAN operates hub offices across the world, including in the United States, United Kingdom, and Hong Kong. VISASQ/COLEMAN is subject to the Act as it is providing services within the UK and has a consolidated global turnover above the required threshold.

Our Supply Chain

At VISASQ/COLEMAN, we engage highly qualified and carefully vetted experts to participate in interactions with clients. We work diligently to ensure that all business activities take place within our strict compliance framework, which includes provisions regarding expert eligibility, conduct, and observance of relevant laws and obligations.

Aside from our work with experts, we engage a variety of suppliers, including those providing office space, software, and professional services. Based on the nature of our services, the quality of our supply chain, and the strength of our compliance program, VISASQ/COLEMAN understands the risk of modern slavery or human trafficking within our business and its supply chain to be extremely low.

Our Policies

VISASQ/COLEMAN maintains policies designed to uphold our commitment to ethical business practices and to ensure that our business and supply chains are free of human trafficking and modern slavery. We continuously review and update all our policies.

We also have the following policies in place to help achieve these objectives, which we continuously review and update:

- Anti-social forces policy (included in all standard agreements between VISASQ/COLEMAN and its clients)

- [Terms and Conditions](#) (which include anti-bribery and anti-corruption representations for all VISASQ/COLEMAN Users)
- Anti-discrimination policy
- Whistleblowing policy
- Anti-retaliation policy
- Prohibition against sexual harassment

Due diligence processes for the prevention of slavery and human trafficking

To mitigate the risk of modern slavery and human trafficking in our operations and supply chains, VISASQ/COLEMAN has implemented a comprehensive due diligence process. This includes the following key actions:

- Monitor, identify, and assess potential risk areas in our supply chains
- Assess changes in global labor conditions and stay informed of emerging risks
- Refrain from working with clients, experts, and suppliers subject to OFAC sanctions
- Protect whistleblowers

Any questions about VISASQ/COLEMAN's Modern Slavery Statement may be directed to our Legal team at CRGLegal1@colemanrq.com.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes VISASQ/COLEMAN's slavery and human trafficking statement for the financial year ending 31 December 2025. It was approved by the board on 30 April 2025.

Signed:

Eiko Hashiba

Representative Director of Board, CEO

VisasQ Inc.

A handwritten signature in black ink, appearing to read 'Eiko Hashiba', written over a horizontal line.

Date: 30 April 2025