

Modern Slavery Statement 2024/25

1. Introduction

This statement has been prepared in accordance with the UK Modern Slavery Act 2015. It sets out the steps taken by Mizkan Holdings Co., Ltd. (Mizkan) during the financial year ending 28 February 2025 to prevent slavery and human trafficking in its business and supply chains.

2. Group Structure and Business

Mizkan oversees the operations of the Mizkan Group, which was founded in 1804. The Mizkan Group manufactures and sells the following foods in Japan and Asia, North America, and Europe.

Japan and Asia

- Vinegars, citrus-seasoned soy sauces, soup bases, fermented soybeans, and rice seasonings
- Main subsidiary: Mizkan J plus Holdings (Mizkan J Plus)

North America

- Vinegars, citrus-seasoned soy sauces, soup bases, cooking wines, and pasta sauces
- Main subsidiary: Mizkan America, Inc. (Mizkan America)

Europe

- Vinegars, pickled vegetables, sweet pickles, and table sauces
- Main subsidiary: Mizkan Euro Ltd. (Mizkan Euro)

3. Our Policies

We recognise the need to guard against modern slavery and human trafficking in our business and supply chains. Mizkan is strongly committed to upholding legal compliance, fairness, and ethics. This commitment underpins our policies and actions.

In our Human Rights Policy, we reaffirm the importance of respecting the fundamental human rights of all stakeholders in our business activities. We support international codes related to human rights, such as the United Nations Guiding Principles on Business and Human Rights, the International Bill of Human Rights, and the International Labour Organization Declaration.

In our Sustainable Procurement Policy, we outline our fair and equitable approach to procurement based on appropriate standards. The policy covers compliance with laws and regulations, fair and transparent purchasing,

food quality and safety, protection of human rights, prevention of corruption, and mutual cooperation with suppliers.

In our Compliance Guidelines, we will respect human rights in our corporate activities. We do not tolerate forced labor, overwork, below-minimum-wage labor, child labor, harassment, or unfair treatment. We comply with the laws and regulations in each country and region where we operate and strive to ensure appropriate working environments, fair working conditions, guaranteed minimum wages, and respect for the rights to engage in freedom of association and collective bargaining.

4. Reporting Concerns

Mizkan has a number of means for reporting and addressing concerns regarding modern slavery. Our whistle-blowing system is available for employees to confidentially report any suspicions of wrongdoing, which extends to human rights violations. To encourage employees to come forward with their concerns or seek advice, we have set up separate internal and external hotlines. We also conduct internal audits at regular intervals, and have in place a system for internally investigating and reporting any cases that could compromise our standards for legal compliance, fairness, and ethics.

5. Due Diligence and Supplier Adherence to Our Values

We recognise that our biggest exposure to modern slavery is in our supply chains. As part of our initiative to identify risk and ensure supplier adherence to our values, we have taken the following steps across the Mizkan Group.

Mizkan J Plus regularly conducts supplier surveys to find out about their risk management practices. This is part of a long-term plan to manage supplier compliance with slavery and human trafficking legislation in their countries of operation.

Mizkan America has published its statement in accordance with the California Transparency in Supply Chains Act 2010, and has in place Supplier Terms and Conditions with a Supplier Code of Ethics that require suppliers to comply with all legislation relating to slavery and human trafficking in their countries of operation and throughout their supply chains.

www.mizkan.com/california-transparency-in-supply-chains-act/

www.mizkan.com/about/supplier-terms-and-conditions/

Mizkan Euro has published the Modern Slavery and Human Trafficking Statement of Mizkan Euro. Supplier due diligence is tiered according to the risk level of each supplier, based on site location and sector. Any concerns are shared with suppliers, and relationships terminated if necessary.

www.mizkanholdings.com/file/group/governance/ME_en.pdf



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6. Training

To ensure a high awareness of the risks of modern slavery and human trafficking in our supply chains and our business, we plan to provide applicable employees with training that covers these topics.

This statement was approved by Mizkan's Board of Directors on 1 August 2025 and signed by Executive Director, Atsushi Kojima.

25th August 2025

A handwritten signature in black ink, reading '小島 淳' (Kojima Atsushi), positioned above a horizontal line.

Atsushi Kojima

Executive Director, Member of the Board

Mizkan Holdings Co., Ltd.