

Meiji Group Modern Slavery Act Transparency Statement (Consolidated Fiscal Year 2025)

This Statement sets out:

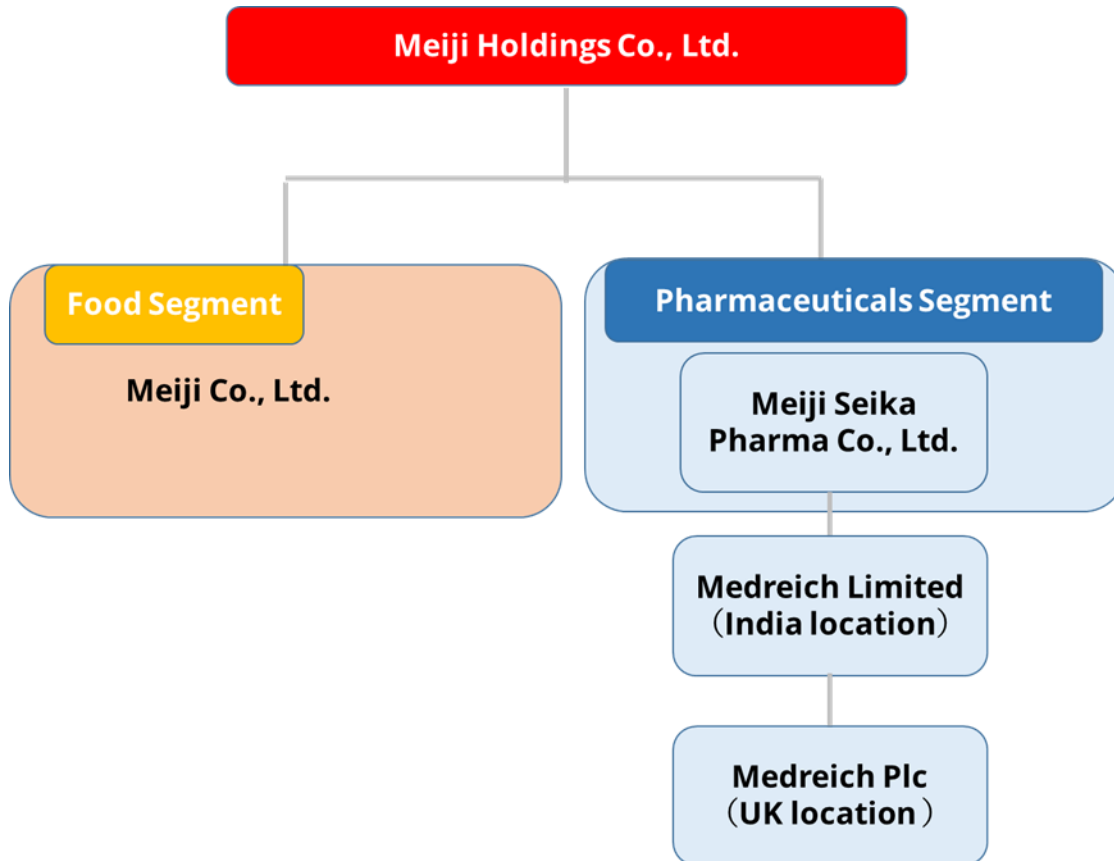
- (i) The steps Meiji Holdings Co., Ltd. (“Meiji HD”) has taken during the consolidated fiscal year 2025 (April 1, 2025 to March 31, 2026) to ensure that slavery and human trafficking is not taking place in any of its supply chains and in any part of its own business. This statement constitutes its voluntary modern slavery act transparency statement for each fiscal year relating to section 54(1) of the UK Modern Slavery Act 2015 (the “Act”).
- (ii) The steps Medreich Limited has taken during the fiscal year 2025 (April 1, 2025 to March 31, 2026) to ensure that slavery and human trafficking is not taking place in any of its supply chains and in any part of its own business. This statement constitutes its modern slavery act transparency statement for each fiscal year made pursuant to section 54(1) of the Act: and
- (iii) The steps Medreich Plc has taken during the fiscal year 2025 (April 1, 2025 to March 31, 2026) to ensure that slavery and human trafficking is not taking place in any of its supply chains and in any part of its own business. This statement constitutes its modern slavery act transparency statement for each fiscal year made pursuant to section 54(1) of the Act.

1. Business Structure

We, at the Meiji Group, eager to be a corporate group that widens the world of *Tastiness and Enjoyment*, meets consumers’ expectations regarding *Health and Reassurance* and makes a positive contribution to the lives of people around the world by offering products and services in a wide range of fields to every generation from infants to seniors. Based in Japan, the Meiji Group also conducts its business in the U.S., Europe, Asia and Oceania, and employs more than 17,000 persons around the world. One of the Group companies, Medreich Plc runs our pharmaceuticals sales business in the United Kingdom.

The Meiji Group Profile : <https://www.meiji.com/global/about-us/corporate-profile/>

The Meiji Group conducts its business mainly in the fields of food and pharmaceuticals in approximately 200 countries and regions around the world. In the food business, Meiji Co., Ltd. (“Meiji”), one of the subsidiaries of Meiji HD, manufactures and sells milk and dairy products, processed foods, confectioneries, nutritional products and more. In the pharmaceuticals business, Meiji Seika Pharma Co., Ltd. (“Meiji Seika Pharma”), one of the subsidiaries of Meiji HD, leads the business. Meiji Seika Pharma manufactures and sells ethical pharmaceuticals human vaccines. In addition, it has 16 overseas group companies, including China, Indonesia, Thailand, India, and Spain.



Medreich Limited, based in Bengaluru, India, is a fully integrated pharmaceutical company with an established presence across the globe. Medreich Limited is involved in the Contract Manufacturing Organization (CMO) and Contract Development Manufacturing Organization (CDMO) business of pharmaceutical preparations in various dosage forms catering to diverse therapeutic categories. Medreich Limited manufactures products for multinational companies (MNC) and various customers across approximately 62 countries in key markets of India, United Kingdom, Europe, Australia, New Zealand, Canada, Japan, Far East Asia, GCC, Africa, LATAM, and CIS.

Medreich Limited has more than 3,600 employees (direct and indirect) distributed across six manufacturing sites in India as Medreich Group and in its corporate head office.

Medreich Limited Website : <https://www.medreich.com/>

Medreich Plc, our wholly-owned subsidiary, is a pharmaceutical company engaged in the distribution and sale in the United Kingdom and the European Union of Pharmaceutical products. Medreich Plc currently has 30 employees based in the United Kingdom, and reports to Medreich Limited.

Medreich Group employs more than 3,600 people (direct and indirect) at its entities in the United Kingdom, India, Australia, Hong Kong, and New Zealand. Medreich Group pays wages higher than minimum wages prescribed as per the applicable labor laws and its employment is in

accordance with laws and regulations of the nations and municipalities in which it operates to ensure employees are able to work in a safe environment.

2. Person Responsible for Enacting Measures

In the Meiji Group, the Chief Sustainability Officer (“CSO”) at Meiji HD is responsible, under instructions by the President & the Chief Executive Officer (“CEO”) at Meiji HD, for enacting Meiji Group measures against slave labor and human trafficking.

3. Supplier Overview

The Meiji Group has procurement agreements or manufacturing license agreements with approximately 2,600 suppliers globally, to procure raw materials, packaging materials, and semi-finished and finished food and pharmaceutical products.

The Meiji Group established the Meiji Group Supplier Code of Conduct in accordance with the Meiji Group Procurement Policy to ensure that our Group and our suppliers fulfill our social responsibilities, including the prohibition of slave labor and human trafficking. In fiscal year 2023, we worked to promote awareness and understanding by providing explanations concerning this Supplier Code of Conduct to the suppliers in Japan and obtain statements of acknowledgement from said suppliers. From consolidated fiscal year 2025, we began conducting similar activities for the suppliers in other countries.

4. Relevant Charters, Regulations, and Policies

The Board of Directors and/or the Executive Committee of Meiji HD Committee deliberates and decides on the following charters, regulations, and policies to ensure that the Meiji Group prevents slave labor and human trafficking in its operations and along its supply chain.

(i) Corporate Behavior Charter

This Charter, in which we recognize the gravity of our responsibilities, prescribes the conduct that each person working at the Meiji Group, as someone concerned with the business of food and health, is to practice for ensuring the continual fulfillment of our obligations to society.

(ii) Meiji Group Code of Conduct

This Code concretely outlines the values, principles, and standards of conduct required to put the Meiji Group Corporate Behavior Charter into practice and clarifies the conduct expected of each officer and employee of the Meiji Group.

(iii) Meiji Group Policy on Human Rights

This Policy, based on the concept of respect for human rights as outlined in the Meiji Group Corporate Behavior Charter, prescribes that we constantly recognize that all persons are free by nature and equal in terms of dignity and rights and that we conduct our business activities fairly and sincerely.

(iv) Meiji Group Procurement Policy

This Policy prescribes that we will support the NDPE commitment (No Deforestation, No Peat and No Exploitation), and that we constantly remain alert to comply with the law,

fairness and transparency, and to prevent corruption. Together with our Suppliers, we engage in procurement activities that are mindful of our social responsibilities, including protecting human rights and the environment, and being conscious of animal welfare.

(v) Meiji Group Supplier Code of Conduct

As initiatives expected to suppliers, this Code of Conduct provides with conducts including but not limited to, related to human rights and labor, safe and healthy work environments, and the establishment of a grievance system and prohibition of retaliation. Corporate Behavior Charter, Meiji Group Code of Conduct :

<https://www.meiji.com/global/about-meiji/philosophy.html>

The Meiji Group Policies :

<https://www.meiji.com/global/sustainability/policies/>

5. Operating System and Permeation of Relevant Policies

Meiji HD has established Group Sustainability Committee, which answers to the Executive Committee at Meiji HD, as the committee supervising the Meiji Group's sustainability actions as a whole including the protection of human rights.

The Meiji Group has established the Group Human Rights Conference to enable the Meiji Group to respond concretely to the wide range of human rights issues. Participants include Meiji HD Sustainability Management Department (the department supervising the sustainability activities), other related departments and external experts. At this conference, we identify salient human rights issues, formulate policies for addressing important issues, and examine and confirm the progress of specific measures, to ensure that we address various human rights issues in Japan and abroad in an appropriate manner.

The Meiji Group publicly discloses the Meiji Group Policy on Human Rights on our website. We continually train our executive officers and employees on the subject of human rights to ensure that our policies, etc., become firmly embedded in our business activities and are implemented effectively. We also notify our Suppliers of requirements as appropriate.

The Meiji Group has established a whistle-blower system, accepting reports and consultations through a variety of methods, including telephones, postal mails and e-mails. Internal rules stipulate that the privacy of reporting or consulting persons must be protected and that they must not be punished due to use of the whistle-blower system.

Medreich Limited undertakes Corporate Social Responsibility (CSR) activities in India. Medreich Limited regularly reviews its CSR activities through CSR Committee of its Board of Directors, which is overseen by the Board of Directors, to ensure that its human rights initiatives are implemented. Furthermore, Medreich Limited and Medreich Plc take measures, in accordance with their "Whistleblowing Policy", to protect employees who report code violations or legal violations (including latent violations) from adverse consequences. This policy is communicated to all employees annually, fostering an environment where they can speak up without fear of retaliation.

6. Human Rights Risk Assessments

The Meiji Group works to catch potential and manifested human rights issues in each value chain with reference to the advice of external experts and to survey reports and relevant guidelines from various national governments and Non-Governmental Organizations (NGOs). To identify human rights risks, we assess individual risks by the gravity of its impact on human rights and the possibility of each risk to occur.

To prevent or mitigate identified risks, we engage in relevant initiatives. If a negative impact on human rights is discovered, we will take appropriate measures towards corrective action, relief, and reoccurrence prevention.

7. Salient Human Rights Issues

In fiscal year 2022, the Meiji Group defined the following as salient human rights issues. During the consolidated fiscal year 2025, we worked to eliminate child labor at the production sites for cocoa, one of our main raw materials, and improve the labor environments of foreign workers at production sites in Japan.

- Discrimination and Harassment
- Gender equality
- Child labor
- Slave (forced) labor and human trafficking
- Violation of freedom of association and collective bargaining rights
- Unfair labor conditions and wages
- Occupational safety and health
- Working hours
- Violation of foreign workers' rights
- Negative impacts on healthy lifestyles and access to water for local people
- Negative impacts on children because of marketing
- Negative impacts on customers' health
- Access to information
- Privacy protection

8. Human Rights Due Diligence

In addition, as a member of the Consumer Goods Forum ("CGF"), the Meiji Group works with reference to industry best practices, such as in the areas of human rights due diligence and sustainable palm oil procurement.

(1) Sustainable Procurement Questionnaire for Major Suppliers

Since fiscal year 2020, we issue sustainable procurement questionnaires each year to Meiji Group suppliers and continued this activity in the consolidated fiscal year 2025 as well.

The questionnaire utilizes the ASUENE ESG rating system. By conducting this questionnaire, we could have recognized any potential human rights or environment-related issues existing in the supply chain. If any issues are discovered, the Meiji Group strives to remedy the issue(s) in question in collaboration with the suppliers. During the consolidated fiscal year 2025, we engaged in dialogue with 20 suppliers in Japan based on the results from the questionnaire issued the previous year.

- (2) Sustainable Procurement Questionnaire for Meiji Group Companies in Japan and Overseas
Since the fiscal year 2021, we have conducted sustainability evaluations using EcoVadis for Meiji Group companies worldwide. For the consolidated fiscal year 2025, we have transitioned to implementing the ASUENE ESG rating system, and based on its evaluation results, we are verifying each company's initiatives related to human rights and labor.

(3) Initiatives in Procuring Major Raw Materials

We seek to identify and resolve social issues, including human rights issues, in the procurement of the following raw materials.

A) Raw Milk

The Meiji Group conducts our own unique dairy farmer management support activities that we call Meiji Dairy Advisory (MDA). This program supports sustainable dairy farms management and create environments in which every person works fairly and derives satisfaction from their work.

During the consolidated fiscal year 2025, we updated the details of the questionnaire used to ascertain the state of labor environments conducted in fiscal year 2023 and investigated the employment environments of foreign staff at 44 dairy farms and other sites receiving support through the MDA. We are currently considering sharing questionnaire results and examples of excellence, such as “workplace warnings displayed in foreign languages” or “break rooms with air conditioning installed in cattle barns,” identified through the questionnaire.

The Meiji Group collaborates with industry associations and other dairy manufacturers in Japan to promote industry-wide initiatives related to contributing to the SDGs and human rights accountability, including holding conferences based on themes related to human rights issues in the dairy industry.

B) Cocoa

In 2006, the Meiji Group began Meiji Cocoa Support, a unique support program for Cocoa farmers. As a result of those initiatives, cocoa beans procured by the Meiji Group during the consolidated fiscal year 2025 were certified as Meiji Sustainable Cocoa Beans (beans produced in regions where we provide farmer support through these activities or beans procured through a program that has been validated or certified by a third party), resulting in a 99% procurement rate.

In the Republic of Ghana, where there is a high risk of child labor, we promoted initiatives aimed at eliminating child labor by adopting the Child Labor Monitoring and Remediation Systems (CLMRS) developed by the International Cocoa Initiative, an NPO working to eliminate child labor and forced labor in cocoa-producing regions. Surveys for October 2024 through September 2025 indicated that the Republic of Ghana had a CLMRS adoption rate of 100%, with 14,964 farmers having adopted the system. The number of children identified as child laborers was 192, of which corrective action had been taken for 89 of those children.

C) Palm Oil

The Meiji Group supports the No Deforestation, No Peat, and No Exploitation (NDPE) Policy to address social issues such as deforestation, peatland destruction, and forced labor in palm production areas. In 2016, we joined the Roundtable for Sustainable Palm Oil (RSPO). By October 2022, all Meiji Group plants involved in palm oil procurement (17 plants in Japan and six plants in other countries) obtained RSPO supply chain certification. As a result, of these efforts, the Meiji Group reached a 100% rate of certified

palm oil procurement, which includes requirements related to human rights accountability, in the consolidated fiscal year 2023.

D) Paper

The Meiji Group promotes the use of environmentally friendly paper for materials used in product containers and packaging, and paper materials used in offices. This includes the use of forest-certified paper such as FSC certified paper, which has requirements concerning human rights accountability, and recycled paper. During the consolidated fiscal year 2024, we used environmentally friendly paper for all product containers and packaging used throughout the Meiji Group, and we are promoting similar initiatives during the consolidated fiscal year 2025.

E) Soybeans

Through research of soybean procurement volumes and supplier procurement areas, the Meiji Group identified social issues that include forced and deforestation labor in soybean production areas.

(4) Initiatives for Improving Labor Environments for Foreign Workers

In accordance with the Meiji Group Foreign Worker Employment Guidelines established in fiscal year 2022, each year we conduct a questionnaire on foreign worker employment conditions to ascertain the number of foreigner workers employed and labor management conditions at Group companies in Japan, as well as confirm the existence of any human rights risks. Based on the results of these questionnaires, production sites deemed to require more detailed confirmation are visited to conduct on-site confirmation and interviews and implement improvement initiatives where necessary. Through this PDCA cycle, we are working to continuously make improvements.

During the consolidated fiscal year 2025, we held seminars for production site managers to share questionnaire results and explain the importance of respecting the human rights of foreign workers. Based on questionnaire results, we selected three production sites to visit and confirm the working conditions of foreign workers, exchange opinions with managers, and conduct interviews with individual foreign workers. Through these activities, we confirmed that there were no major risks. On the other hand, it was confirmed that some foreign workers had borne recruitment-related fees for employment. The Meiji Group's approach to recruitment-related fees has been disclosed on the Meiji Holdings website. Furthermore, in 2023 we have operated a multilingual consultation desk for foreign workers to provide support and relief by responding to any type of consultation from foreign workers at production sites in Japan, including regarding employment, workplace environments, health, and daily life.

(5) Initiatives for Employees Working at Overseas Sites

During the consolidated fiscal year 2025, we conducted a human right impact assessment of PT MEIJI FOOD INDONESIA via the Caux Round Table (CRT), a third-party organization. As a result, we confirmed that there were no significant human rights violations. However, the assessment did identify issues concerning occupational health and safety education and possible harassment, thus we are implementing the following measures at the sites in question.

- Expanding the scope of persons subject to occupational health and safety education beyond employees
- Holding compliance meetings to enlighten workers about the use of the whistle-blower system in response to harassment from managers

9. Human Rights Training System

The Meiji Group is conducting awareness-raising activities based on the Meiji Group Policy on Human Rights, which clearly states respect for fundamental human rights; prohibition of discrimination, prohibition of forced labor and child labor; prohibition of harassment and considering for safety and health; and respect for the basic rights of employees; and other items.

<Human Rights Education Targets and Results (Meiji Group consolidated)>

Targets	Consolidated fiscal year 2025 results
Human rights education (including e-learning) is provided to all Group employees in Japan at least once a year	participation rate: 93.2%
Rate of human rights education implementation for Group companies overseas (23 companies) (100% by fiscal year 2026)	Initial year implementation rate 88% (22 companies)

Additionally, Medreich Limited and Medreich Plc conducted human rights training, including forced labor and child labor, from March through June of 2025 with a participation rate of 85% or higher.

This Statement was approved by the Board of Directors of Meiji HD on August 5, 2026 and by the Board of Directors of Medreich Limited on August 6, 2026 and by the Board of Directors of Medreich Plc on August 6, 2026. This Statement is signed by duly authorized Representative of each company.

August 6, 2026



Katsunari Matsuda

CEO, President and Representative Director
Meiji Holdings Co., Ltd.



Pankaj Garg

Managing Director
Medreich Limited



Pankaj Garg

Director
Medreich plc