

Modern Slavery Statement FY2024

In accordance with Section 54 of the Modern Slavery Act 2015 (the "Act"), Amano Enzyme Inc. (the "Company") hereby publishes measures in place to prevent slavery and human trafficking within the Amano Group and across its supply chain during the fiscal year ending March 31 2025 (FY2024). The Amano Group (also referred to as "we", "our" or "us") means a group of companies of which the Company is the parent company and includes Amano Enzyme Europe Ltd. incorporated in the UK.

1. Overview of Business and Organisation

The Company was founded in Japan in 1899 and is engaged in the development, manufacture, and sale of enzyme preparations. The Amano Group is a specialty enzyme production company able to respond to high-mix, low-volume production. The Amano Group manufactures and sells a variety of enzymes for a range of uses, including pharmaceutical and diagnostic, food, and industrial. Amano Group sells to a large number of customers, including major food companies and pharmaceutical companies, across all five major geographical regions.

In the UK, Amano Enzyme Europe Ltd. is based in Oxfordshire and wholesales enzymes for pharmaceutical and diagnostic, food, and industrial use.

2. Slavery and Human Trafficking Policy

One of our corporate philosophies is "coexistence" and the Amano Group aims to develop sustainably alongside wider society and our business partners. We also uphold "respect for human rights" as one of our corporate ethical standards and are committed to not tolerating any forced labour, child labour in violation of the law, and all forms of discrimination.

In FY2024, in addition to our corporate ethical standards, we have established a new "Corporate Ethics Code". This Code declares the standards of conduct that we respect and applies to all officers and employees of the company. Through this, as an enzyme manufacturer operating both domestically and internationally, we are committed to fostering and maintaining high ethical standards and ensuring the safety of all our stakeholders.

Furthermore, the Amano Group has declared the promotion of suitable working environments and supply chain management as materiality issues in our Sustainability Report.

3. Slavery and Human Trafficking within the Company and Across the Supply Chain: Due Diligence Process

In order to enable the early detection and remediation of any violations of the Act, and to prevent any recurrence of such violations, the Company has established an internal reporting system so that we can receive reports and queries about any matters in relation to our corporate ethics. Furthermore, the Company regularly conducts internal audits of the Amano Group, which investigate issues of compliance, fairness, and ethics, with all findings reported to the Board of Directors.

In addition, as part of our commitment to social responsibility across the supply chain, we advise all

our business partners of our basic Procurement Policy on an annual basis and remind them of their obligation to comply.

Please click on the link below to see our latest Procurement Policy (Japanese).

<https://www.amano-enzyme.com/jp/whyamano/quality/>

4. Training on the Prevention of Slavery and Human Trafficking

The Amano Group conducts training and seminars on these issues for all employees, at appropriate times, to ensure a high level of risk management awareness regarding slavery and human trafficking in our business and across our supply chain.

This statement has been approved by the Board of Directors of Amano Enzyme Inc. on September 18 2025.

September 18 2025

Amano Enzyme Inc.

President

Motoyuki Amano


