



FY 2025 Cookpad Group Slavery and Human Trafficking Statement

This statement is made by Cookpad Inc. the ultimate holding company incorporated in Japan and Cookpad Limited, the global headquarter incorporated in England & Wales (collectively referred to as "Cookpad" in this statement). It is a statement made in accordance with Section 54 of the Modern Slavery Act 2015.

ORGANISATION'S STRUCTURE

Cookpad is a global internet service provider of online recipe sharing and search services, based on the mission to "make everyday cooking fun". Cookpad was founded in 1997, and today operates a recipe service in more than 60 countries. Please refer to [this page](#) for further information.

OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our [Anti-slavery Policy](#) reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING

As part of our initiative to identify and mitigate risk we conduct due diligence on our direct suppliers and contractors through comprehensive background checks through publicly available databases and media sources when we first enter into a transaction. If we discovered red flags, we do not approve the transaction with a supplier/contractor and request workers not to pursue a relationship with a supplier/contractor. We share with our workers a list of suppliers and contractors which are given clearance so that workers may judge which supplier/contractor they can work with.

Further, we ensure compliance with Modern Slavery Act by stipulating a provision within the template contracts which requires suppliers and contractors to comply with applicable laws and regulations. We are also in the process of reviewing our template contracts to specify and include languages that require suppliers/contractors to:

- comply with human trafficking, forced-labor, and modern slavery laws;
- implement anti-modern slavery due diligence processes for their own suppliers and business partners;
- extend similar anti-modern slavery language to their suppliers and business partners;
- allow audits for instances of modern slavery; and
- allow us to terminate our agreements with them for any violation of our obligations related to modern slavery eradication.

In addition, we make available both internal and external whistleblower hotlines to our workers providing them with an option to report concerns anonymously. If a modern slavery concern is raised through the whistleblower hotline, our Compliance team coordinates with appropriate stakeholders to investigate and address the issue.



FURTHER STEPS

Following a review of the effectiveness of the steps we have taken this year to ensure that there is no slavery or human trafficking in our supply chains, we intend to take the following further steps to combat slavery and human trafficking:

- To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we will provide a training to our staff.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our Group's slavery and human trafficking statement for the financial year ending December 31, 2025.

Akimitsu Sano

President & CEO, Cookpad Inc.

Date: 1st January ,2025

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