



MISUMI Value's Book

A black and white photograph of an industrial robotic arm in a factory setting, with motion blur suggesting movement. The arm is positioned on the left side of the frame, reaching towards the center. The background shows other industrial equipment and a blurred factory floor.

Contents

■ Growth Chain-reaction

■ Aspired Management Style

■ MISUMI Values

- Aspiration
 - Value Proposition Your Time, Our Priority
 - Mission Innovating the MISUMI MODEL
 - Means of Mission Accomplish MISUMI Style "Time-based Strategy"
 - Means of Mission Accomplish Energized Individuals and Strategic Alignment
-

■ MISUMI Group's Employee Code of Conduct

■ MISUMI Group's Corporate Code of Conduct

■ MISUMI Group's Human Rights Policy

■ Declaration of "No harassment"

■ MISUMI Group's Sustainability Policy

MISUMI Value's

This booklet outlines the most valuable ways of thinking, attitudes, and behaviors that drive MISUMI's corporate activities. It is being distributed to all employees of the global MISUMI Group to promote a unified approach to achieving the company's "Growth Chain-reaction" mission. We encourage employees to use this booklet as a guide for their actions and communications, emphasizing the practice

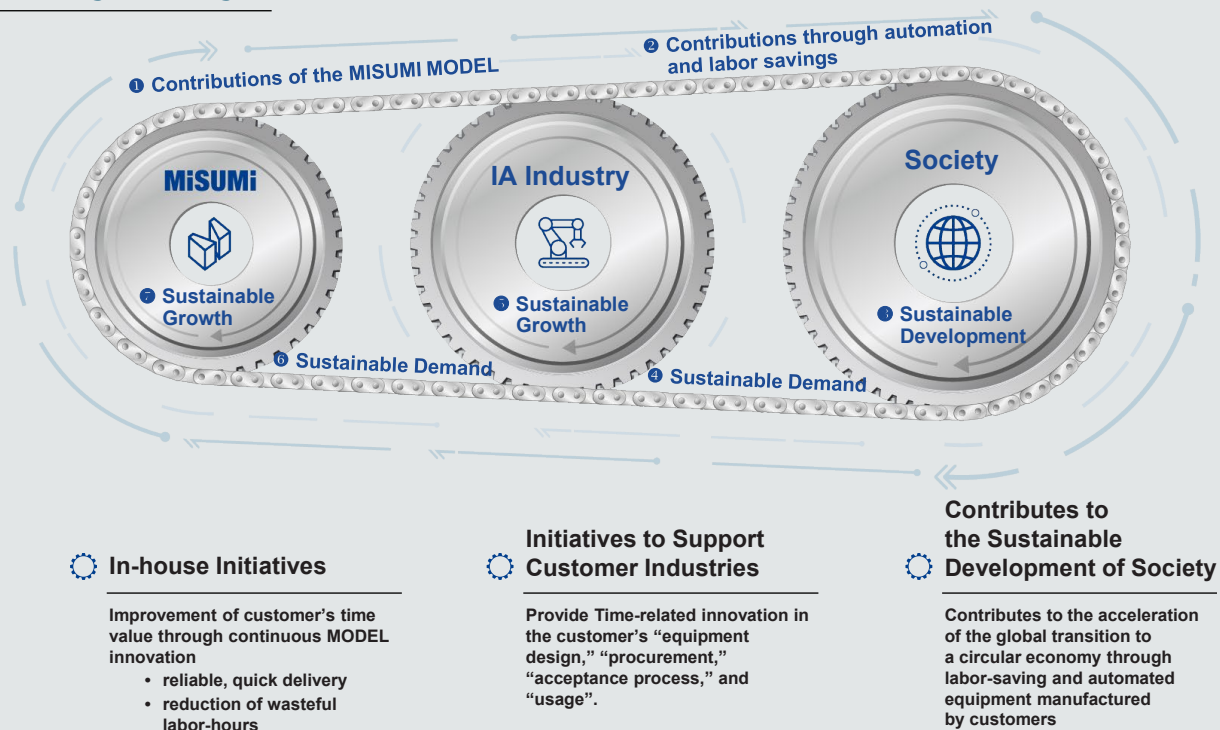
April 1, 2024

Kosuke Nishimoto, Representative Director, and Chairman
Ryusei Ono, Representative Director, and President

MISUMI Group's Sustainability Policy

Aim for Growth Chain-reaction
activated by employees' challenges

Sustainability Policy



Aspired Management Style

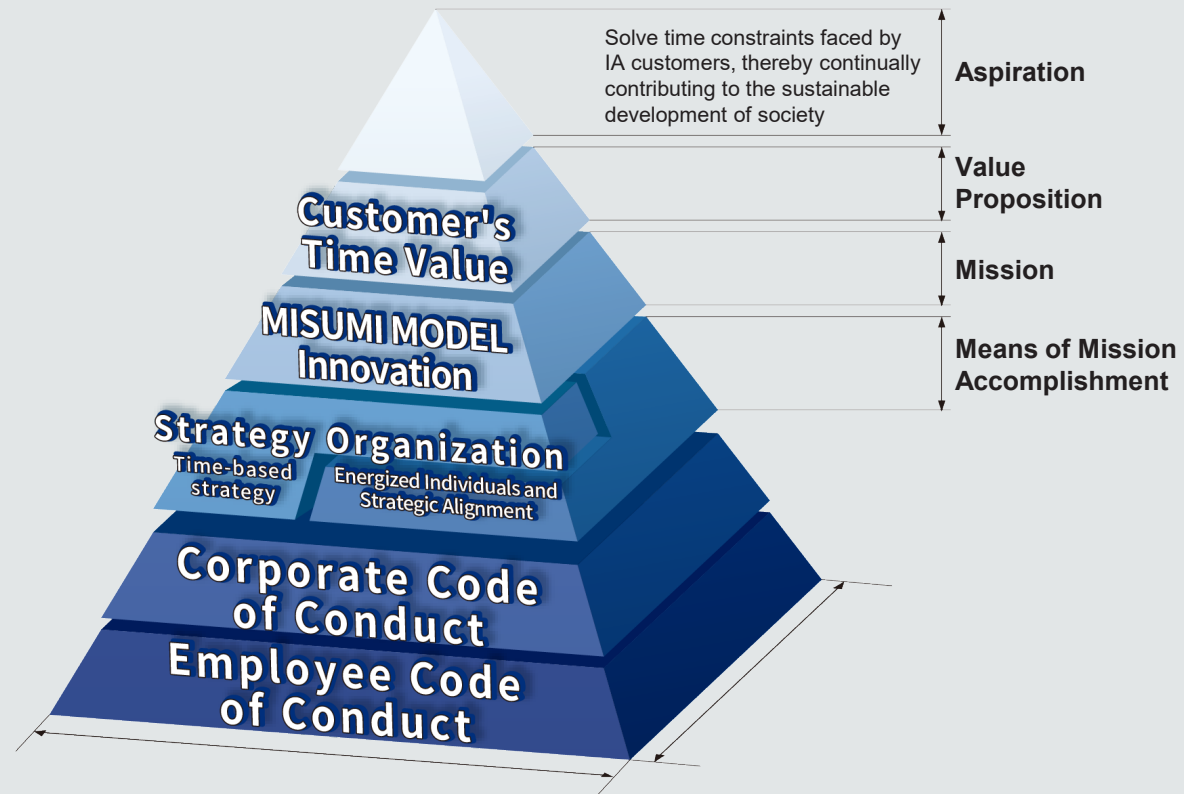
Aim for Growth Chain-reaction activated by employees' challenges

- MISUMI aims to activate Growth Chain-reaction that starts with employees' challenges.
- MISUMI aims to create a Growth Chain-reaction where customers prosper, society flourishes MISUMI prosper, and employees thrive through the advancement of "customer's time value" activated by employees' challenges

- Three perspectives unique to MISUMI are essential for the sustainable refinement of "customer's time value."
 - ① Growth-potential : Developmental high growth-oriented, where one measure attracts the subsequent growth
 - ② Strategicalness : Highly strategy oriented with "time" at the core
 - ③ Proactiveness : Self-motivated employees willing to take on new challenges
- To realize Growth Chain-reaction, we, as MISUMI employees, will continually take it upon ourselves to mature and develop further by "learning, thinking, and experimenting on one's own."

MISUMI Value's

Growth Chain-reaction



The Growth Chain-reaction adapted within MISUMI's management protocol is consistent with the Sustainability Policy.

Redefined the higher-level concept as "MISUMI Value's," which include the Code of Conducts.

Aspiration

Perpetual contribution to the sustainable development of society by solving time constraints faced by Industrial Automation customers.

- Consistent contribution to the IA industry's development by solving inefficiencies scattered throughout the industry from the "time" perspective.
- Automation is essential for the sustainable development of society, and MISUMI will contribute to the development of society by fulfilling its contribution
- to the Industrial Automation industry.
- To contribute to society, we must adapt to social imperatives (ESG, etc.).

Value Proposition

***Your Time,
Our Priority***

- MISUMI is committed to the continuous improvement of two "customer time values":
 - Reliable, quick delivery
 - Reduction of wasted work and tasks
- MISUMI employees prioritize "customer's time value" first and foremost.
- MISUMI believes that employees are the most significant stakeholder in providing superior "time value" to customers. Therefore, MISUMI will create an environment that maximizes employees' abilities that elevates "customer's time value."
- MISUMI employees' motivational source is the provision of "time value" to customers, and the amplification of "time value", in turn, leads to one's professional growth.

Mission

Innovating the MISUMI MODEL

- MISUMI has achieved its growth to date by providing customers with intrinsic value created through its unique (Business) MODEL.
- MISUMI aims to improve customers' time value through MISUMI MODEL innovation; by providing "products," "prices," "delivery times," and "services" that were previously unavailable.
- Moreover, since the MISUMI MODEL is made possible through the unrelenting efforts of all employees, we are charged with its innovation.
- The unceasing innovation of the MISUMI MODEL, which is MISUMI's lifeline, is the starting point that activates Growth Chain-reaction.

Means of Mission
Accomplishment

MISUMI Style "Time-based Strategy"

(Strategy)

- We will invariably develop and advance the original core strategy of "time-based strategy."
- We focus on all wastes latent in the IA industry's entire supply chain and comprehensive business processes (customers, MISUMI, suppliers); strive to innovate the MISUMI MODEL from the "time" perspective.
- Directly address "time" to achieve competitive differentiation and ensure cost competitiveness.
- The most significant point of differentiation is to respond, as much as possible, to individual customer requests as though standard.
- For that reason, all MISUMI employees must "Master the Art of Justmizing Time*."

*NB: Meaning is akin to "Controlling Time". "Justmize" is a MISUMI-specific terminology derived from "Just (in Time)+(Custo) mize."

Also, depending on the sentence structure, Justmized/ Justmization may also be applicable.

Energized Individuals and Strategic Alignment

(Organization)

- MISUMI employees constantly pursue two “next challenges” :
 - “Challenges towards the next theme” to realize MISUMI MODEL innovation
 - “Challenges towards the next role” to further mature and develop as professionals
- Ponder and ask those around you “what to do next,” and navigating proactively and single-mindedly to this end is expected and respected at MISUMI.
- The “next challenge” leads to an increase in the customer’s time value and social contribution, which in turn, leads to one’s “subsequent growth” as a professional a “sustainable cycle” (Growth Chain-reaction) that is the “source of vitality.”
- MISUMI’s “strategic alignment” is based on the principle that all challenge leads to MISUMI MODEL innovation, thereby magnifying customers’ time value.
- MISUMI pursues its transformation as an optimal organization / organizational theory; always oriented toward Growth-potential, Strategicalness, and Proactiveness, moving at the fastest speed possible to innovate the MISUMI MODEL.

MISUMI Group’s Employee Code of Conduct

Code of Conduct based on MISUMI’s Aspiration, Value Proposition, Mission, and Aspired Management Style (MISUMI Values)

MISUMI Group’s Corporate Code of Conduct (Summary)

- MISUMI Group’s mission is to innovate the MISUMI MODEL constantly. To this end, the MISUMI Group will unceasingly develop and advance its “time-based strategy,” the original strategy.
- MISUMI Group recognizes that its employees are the greatest stakeholders in providing customers with superior “time value,” We will create an environment that maximizes employees’ abilities to enhance customers’ time value.
- In this environment, we strongly encourage and expect all employees to take on the “next challenge.”
- Through these efforts, the MISUMI Group aims to achieve the Growth Chain-reaction that starts with employee challenges.

<Employee Code of Conduct> Our “Mission”

We firmly recognize that the MISUMI MODEL results from the unrelenting efforts of all our employees; we are all charged with the mission to innovate it.

MISUMI Group's Employee Code of Conduct

Code of Conduct based on MISUMI's Aspiration, Value Proposition, Mission, and Aspired Management Style (MISUMI Values)

Actions that Put "Customer's Time Value" First

- We place "contribution to the customer's time value," which consists of the two values of "reliable and quick delivery" and "reduction of the customer's wasteful work and tasks," at the starting point of all our activities. Therefore, in our thinking and actions, we always prioritize the "customer's time value."
- We are motivated by providing time value to our customers, and through the enhanced provision of "time value," we will also grow professionally.

"The Next Challenge"

We constantly pursue two "next challenges" to improve customers' time value.

- "Challenges towards the next theme" to realize MISUMI MODEL innovation
- "Challenges towards the next role" to keep growing professionally

By constantly asking ourselves and those around us, "What should we do next?" and acting proactively and single-mindedly will become the starting point for creating a Growth Chain-reaction for our customers, society, MISUMI, and ourselves.

Commitment to Professional Growth

We will continue to challenge ourselves to mature by learning, thinking, and experimenting on our own.

We will continue to learn the "art of justmizing time" and advance our time-based strategy to elevate customers' time value.

Guiding Principles Based on Global Social Imperatives

Conduct with External Stakeholders

Relationship with Customers

<MISUMI Group Corporate Code of Conduct>

- MISUMI Group eliminates inefficiencies in the Industrial Automation industry from the "time" perspective by providing superior "time value."
- MISUMI Group will not engage in bid-rigging, cartels, or other acts that violate each country's competition laws and regulations and will always engage in fair trade.

<Employee Code of Conduct>

Product Safety and Quality Control

We consider product safety at our products' planning and design stages and strive to build a system for appropriate quality control at the manufacturing stage.

Sincere Response to Customer Feedback

We respond to customer requests and consultations with sincerity. Furthermore, we promptly report customer feedback to the relevant departments within the company and use it in our subsequent business activities, such as improving products and services.

Protection of Customer Information

In accordance with relevant laws and regulations, we appropriately manage customer information to ensure that it is not provided to third parties without the customer's consent.

MISUMI Group's Employee Code of Conduct

Relationship with Customers

Prohibition of Exaggeration and Misrepresentation and Provision of Appropriate Information

We will not make exaggerated expressions that may mislead customers nor false representations regarding product quality, materials, specifications, etc. We will always strive to provide appropriate and easy-to-understand information regarding our products and services.

Prohibition of Unfair Dealing

We will not engage in transactions that may impede fair competition, such as unreasonable refusals to deal or unreasonable bargain sales of products.

Prohibition of Collusion and Other Illegal Arrangements

We will not engage in non-essential contact with other competitors in our industry. When communication is necessary, we will not discuss prices of products and services or additional competitive information, bid rigging, cartels, or other acts that violate each country's anti-monopoly or competition laws and regulations.

Prohibition of Excessive Entertainment and Gift-giving

We will not provide excessive entertainment or gifts to customers or other parties beyond what is permitted by law or socially accepted norms.

Relationship with Customers

<MISUMI Group Corporate Code of Conduct>

- MISUMI Group is committed to open, fair, and equitable procurement activities, domestically and internationally.
- MISUMI Group places great importance on transactions with partners that resonate with "time value." Therefore, in selecting suppliers, we make rational decisions based on a comprehensive evaluation of the time value of services provided, including quality, price, and delivery time, as well as organizational and technical capabilities for continuous improvement, legal compliance, environmental conservation, health and safety, and protection of human rights.

<Employee Code of Conduct>

Rational Selection of Suppliers

- In selecting suppliers, we will make a comprehensive evaluation and rational decision based on the status of the following items, in addition to the time value of quality, price, and delivery service provided.
- Must resonate with the time value philosophy and have the desire and skills to realize time value improvement
 - Organizational and technical skills to engage in continuous improvement
 - Compliance with relevant laws and regulations
 - No money laundering, conflicts of interest, bribery, or other fraudulent or corrupt activities
 - No conflict minerals excavated under conditions of conflict or human rights abuses are used
 - No child labor, forced labor, or other human rights abuses

MISUMI Group's Employee Code of Conduct

Relationship with Customers

<Employee Code of Conduct>

Fair Dealing

We will not take advantage of our position as a purchaser or consignor to unilaterally determine or change prices or other terms and conditions of transactions with suppliers or others or to impose unreasonable demands or obligations. Furthermore, we will comply with each country's laws and regulations and fair business practices concerning suppliers' transactions.

Appropriate Management of Confidential Information

We will adequately manage the information provided by suppliers based on non-disclosure agreements, etc. We will not use such information for purposes other than those of the relevant contracts.

Prohibition of the Improper Transfer of Money and Goods

We will not give or receive money or goods to receive an undue advantage in our relationships with suppliers or others. In addition, we will decline entertainment or gifts unless there is a reasonable reason based on common courtesy.

Relationship with Shareholders and Investors

<MISUMI Group Corporate Code of Conduct>

MISUMI Group will fulfill its accountability by disclosing appropriate corporate information on time and will meet shareholders' expectations through increased corporate value.

<Employee Code of Conduct>

Timely and Appropriate Disclosure of Corporate Information

We will disclose relevant corporate details on time to customers, suppliers, and other stakeholders of MISUMI Group companies, shareholders, and investors and strive to develop into a trusted company.

Prohibition of Insider Trading

If we become aware of critical undisclosed facts about MISUMI Group companies, we will not trade shares of MISUMI Group Inc. until those facts are made public.

Relationships with local communities, etc.

<MISUMI Group Corporate Code of Conduct>

- MISUMI Group will accelerate the transition from the conventional mass-production, mass-consumption, and mass-disposal economy to a recycling-oriented economy by fundamentally eliminating all kinds of "waste" latent in the entire process of IA industries, including its customers and suppliers. In addition, we will work on climate change countermeasures such as global warming prevention through our business activities, manage and implement environmental measures for the entire supply chain, including suppliers, and promote environmental management, including product quality and safety.
- MISUMI Group will strive to harmonize its business with local communities, respecting local culture, customs, and history.

MISUMI Group's Employee Code of Conduct

<Employee Code of Conduct>

Consideration for the Local Environment

We strive to reduce the environmental impact of our products and services throughout their entire life cycle, from development, procurement, production, delivery, use, and disposal.

Compliance with Environmental Laws and Regulations

We will conduct our business under the laws and regulations of each country regarding environmental protection. However, in the unlikely event that a situation with a severe environmental impact occurs, we will strive to prevent it from spreading, investigate the cause without delay, prevent a recurrence, and disclose information appropriately inside and outside the company.

Business Development that Respects Local Culture, Customs, and History

We will correctly recognize each overseas country and region's culture, customs, and history and harmonize our business with each country and region. However, we will also be mindful of respecting local cultures, traditions, and past and actively engage in social contribution activities.

Severance of Relations with Antisocial Forces

We will avoid all relationships with antisocial forces based on the basic principles of "not paying," "not using," and "not being intimidated."

Relationships with Government and Administrative Agencies

<MISUMI Group Corporate Code of Conduct>

MISUMI Group will comply with all applicable domestic and foreign laws and regulations. It will not seek favors from any government or administrative agency contrary to applicable law.

<Employee Code of Conduct>

Compliance with Laws and Regulations

We will comply with domestic and foreign laws and regulations applicable to our business activities. Furthermore, we will faithfully carry out procedures required by laws and regulations, such as notifications and reports.

Security Trade Control

We will comply with all applicable laws, regulations, and internal rules related to our products' import, export, and sale, including trade security control.

Prohibition of Corrupt Practices

We will not engage in corrupt acts, such as the improper giving or receiving of money, favors (bribery), or excessive business entertainment that exceeds the bounds of laws and regulations or socially accepted norms, with domestic or foreign governments or administrative agencies.

MISUMI Group's Employee Code of Conduct

Conduct within the Company

Human Rights and Workplace Environment

<MISUMI Group Corporate Code of Conduct>

- MISUMI Group respects the human rights of all employees and is committed to realizing and developing a safe and comfortable working environment. To achieve this, we will comply with international norms such as the United Nations Guiding Principles on Business and Human Rights, ILO Fundamental Principles and Rights at Work, and applicable domestic and international laws and regulations. Furthermore, MISUMI Group will respect the rights of employees and will not engage in child labor or forced labor.
- MISUMI Group will recruit, train, promote, and treat human resources to ensure fairness and equal opportunity in terms of background, skills, gender, and nationality.

<Employee Code of Conduct>

Respect for Human Rights

We respect the fundamental human rights, individuality, and diversity of individuals. Therefore, we do not discriminate or harass anyone based on race, nationality, gender, religion, age, sexual orientation, disability, or any other characteristic protected by applicable law.

Realization of a Safe and Comfortable Work Environment

We will comply with all applicable safety and health-related laws, regulations, and company rules and strive to maintain a safe and comfortable work environment.

Prohibition of Harassment

We will never engage in harassment based on race, nationality, gender, religion, age, sexual orientation, disability, power, or any other characteristic protected by applicable law.

Prevention of Leakage of Personal Information

We will use employees' personal information obtained during business only for business purposes. We will manage such information so that it is not leaked to any third party without the consent of the individual concerned.

Intellectual Property Rights

<MISUMI Group Corporate Code of Conduct>

MISUMI Group respects intellectual property rights, protects its rights, and does not infringe on others' rights.

<Employee Code of Conduct>

Protection of Intellectual Property Rights and Appropriate Operation and Management

We will ensure those essential ideas created while performing our duties stay within the company before applying for patent protection, which we will apply for the appropriate time. Registered patents will be managed appropriately, ensuring they are not being used without permission by other companies. In addition, we will not use the company's intellectual property rights without the company's consent.

Prohibition of Infringement of Intellectual Property Rights of Others

We will research relevant patents and other intellectual property rights before launching new products or services on the market and will not infringe upon the intellectual property rights of others. In addition, we will use computer software and other copyrighted materials within the scope permitted by law or contract and will not illegally copy or download such materials.

MISUMI Group's Employee Code of Conduct

Accounting and Taxation

<MISUMI Group Corporate Code of Conduct>

MISUMI Group will follow accounting, tax, and financial processing procedures promptly and appropriately, following accounting standards, relevant laws and regulations, and internal rules.

<Employee Code of Conduct>

Accurate and Fast Processing

We will follow accounting standards, relevant laws and regulations, and internal company rules to ensure proper accounting and tax treatment. In addition, we will accurately and promptly process payments and reimbursement of expenses.

Maintaining the Accuracy of Records

We will record and report our business activities promptly and appropriately and strive to maintain the records' accuracy. We will not falsify or make unauthorized deletions or additions to information of MISUMI Group companies.

Prohibition of Unlawful Disclosure of Financial Records, etc.

We will disclose financial records, etc., of MISUMI Group companies in a timely and appropriate manner under relevant laws and regulations and will not disclose false information.

Business Execution

<MISUMI Group Corporate Code of Conduct>

- MISUMI Group provides company assets, information, and data necessary for
- employees to perform their duties.
- MISUMI Group is committed to maintaining and enhancing information security to manage and preserve information appropriately and to prevent information leaks and data destruction.

<Employee Code of Conduct>

Faithful Execution of Duties

We will have a sense of responsibility as employees of the MISUMI Group and will faithfully perform our duties honestly to avoid betraying trust or expectations. We will not violate laws, company rules, or the Code of Conduct or abuse our authority.

Appropriate Use and Management of Company Assets

We will use and manage company assets, information, and data appropriately in our business activities to make effective use of them. However, we will not use the Company's assets, knowledge, and data loaned to us for non-business purposes. We will follow the internal rules of each MISUMI Group company and the instructions of our superiors concerning the use of Company assets, information, and data.

Prohibition of Conflicts of Interest

We do not engage in any trade or business that competes with the products or services of any MISUMI Group company for personal gain, the benefit of any third party, or otherwise.

Prohibition of Leakage of Personal and Confidential Information

We do not provide employees' personal information to third parties without the employee's consent. Similarly, we do not provide confidential information about MISUMI Group companies to third parties without the Company's permission. Even after termination of employment, we will not use or provide to third parties any personal information we learned during work without the Company's consent.

MISUMI Group's Employee Code of Conduct

Whistleblower System, etc.

<MISUMI Group Corporate Code of Conduct>

MISUMI Group will operate the whistleblower system appropriately and guarantee the protection of whistleblowers and users.

<Employee Code of Conduct>

Reporting of Violations of the Guidelines for Employee Behavior

We will report any violations or suspected violations of this Code of Conduct promptly and appropriately to our Officers and superiors.

Disciplinary Action for Violations of the Code of Conduct

We recognize that any violation of this Code of Conduct is a material breach of the employment policies and is subject to disciplinary action.

Protection of Whistleblowers

We will not mistreat or retaliate against any whistleblower for making a report. Further, we will not mistreat or retaliate against anyone who cooperates in investigating a violation or suspected violation.

MISUMI Group's Corporate Code of Conduct



MISUMI Group's Human Rights Policy



Declaration of "No harassment"



MISUMI Group's Sustainability Policy



Affiliation

Name



MISUMI Value's Book