

MISUMI Group's Human Rights Policy

MISUMI Group Inc. and its subsidiaries (collectively, "MISUMI Group") consider respect for human rights to be a fundamental principle in all its activities. To this end, we now establish the MISUMI Group Human Rights Policy ("Human Rights Policy") and are committed to acting in harmony with the international community.

Scope of Human Rights Policy

MISUMI Group applies this Human Rights Policy to all MISUMI Group Officers and employees. We also expect our suppliers and other business partners to understand and support this policy and we continue to engage with them to ensure that it is respected.

Compliance with laws and regulations and international codes of conduct

- MISUMI Group respects human rights as defined by international norms, such as those established in the UN Guiding Principles on Business and Human Rights and the ILO Fundamental Principles and Rights at Work.
- MISUMI Group ensures compliance with relevant laws and regulations of the countries and regions in which it operates. In countries and regions where there are discrepancies between laws and regulations and international norms, we aim to prioritize international norms to the greatest extent possible.

Governance and Accountability

- At MISUMI Group, the Chief Human Resources Officer (CHRO) holds ultimate responsibility for our efforts to respect human rights and oversees their implementation across the Group.

Review of This Policy and Related Initiatives

- Under the leadership of the Human Resources Department, this Policy and its related initiatives are reviewed annually to determine whether revisions are warranted in light of evolving social conditions and international standards. Where necessary, they are revised accordingly, and a record of all revisions is retained.

Key Human Rights Issues

MISUMI Group has identified and appropriately addresses the following human rights issues in its business dealings.

- We respect individuals' fundamental human rights, individuality, and diversity and prohibit discrimination and harassment based on race, nationality, gender, religion, creed, birth, age, sexual orientation, physical characteristics, mental or physical disability, etc.

- Any and all forms of harassment (sexual harassment, power harassment, moral harassment, etc.) that unfairly injures your dignity as an individual is prohibited.
- We recruit, develop, promote, and treat employees based on commitment to ensuring diversity in backgrounds, skills, gender, nationality, etc. and to providing equal opportunities.
- We are committed to complying with all applicable laws and regulations governing working conditions in each jurisdiction, including wages, working hours, overtime, and employee benefits. Beyond legal compliance, we strive to create a work environment in which our diverse employees feel safe, supported, and able to work comfortably.
- We prioritize the mental and physical health of our employees and work to prevent long working hours.
- We respect employees' labor rights, including the freedom of association.
- We do not engage in any form of child labor or forced labor.

Human Rights Due Diligence

- MISUMI Group assesses and identifies risks to human rights and implements measures to prevent or mitigate these risks.
- If MISUMI Group becomes aware of human rights violations by our suppliers or other business partners, we will encourage those partners to correct their practices.
- MISUMI Group will strive to remedy any business activities that cause or involve human rights violations, including those in its supply chain. In addition, MISUMI Group will establish the necessary mechanisms to handle human rights complaints.

Communication and Education

- MISUMI Group thoroughly ensures that all MISUMI Group employees are familiar with the Human Rights Policy.
- MISUMI Group engages in appropriate dialogue with relevant stakeholders regarding risks to human rights and measures taken to address their impact.
- MISUMI Group appropriately discloses and reports information regarding this policy and related initiatives.

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