

The Meiden Group's Human Right's Policy

Introduction

Since its founding, the Meiden Group has contributed to the sustainable development of society by creating and providing various technologies, products, and services with a focus on electrical equipment that supports longstanding social infrastructure. In pursuit of *monozukuri* that contributes to society with a view to the future, our business domain has been expanding greatly, both in Japan and globally.

At the Meiden Group, respect for human rights is the foundation of our corporate activities to realize our Corporate Philosophies of “Illuminating a more affluent tomorrow” and “For customer peace of mind and satisfaction.” We are committed to people’s happiness and the realization of a sustainable society through our business activities, and comply with international human rights standards clarified in the Meiden Group Corporate Code of Conduct. We identify, prevent, and mitigate human rights risks and impacts arising from our activities, including those in the supply chain, and continue to account for how we address them.

Our Practice of Respect for Human Rights

At the Meiden Group, we respect various international standards on human rights, and strive to prevent, mitigate, and/or avoid contributing to adverse impacts on human rights based on an understanding that our business activities may directly or indirectly affect the human rights of all people involved in our value chain, including research and development, procurement, manufacturing, and use and disposal of products and services, as well as the members of local communities. If any adverse human rights impacts arise in our business activities, we will take appropriate measures to correct them.

The Meiden Group understands and supports various international standards on human rights, including the International Bill of Human Rights, the UN Guiding Principles on Business and Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, and the Children's Rights and Business Principles among others, and respects human rights by complying with the laws and regulations of respective countries and regions. In the unlikely event that there is a conflict between internationally recognized human rights and the laws and regulations of a country or region, we will seek ways to respect internationally recognized human rights to the greatest extent possible.

- ✓ We do not tolerate human trafficking or modern slavery in any form. We respect the freedom of choice of occupation and do not permit forced labor.
- ✓ We prohibit the labor of children under the minimum working age in accordance with the laws

and regulations of respective countries and regions. We also do not allow young workers to engage in hazardous work.

- ✓ We properly manage the working hours and holidays of employees, and comply with the legal minimum wage while giving consideration to payment that exceeds a living wage, in accordance with the laws and regulations of respective countries and regions.
- ✓ We pay fair wages to our employees based on the principle of equal pay for work of equal value.
- ✓ We prohibit inhumane treatment of employees, including mental and physical aggression and harassment.
- ✓ We do not engage in discrimination based on gender, sexual orientation, age, nationality, race, ethnicity, ideology, creed, religion, social status, family origin, disease, disability, or other factors, or engage in any conduct that violates individual dignity.
- ✓ We engage in dialogue with workers to respect their rights to freedom of association and collective bargaining. Where the rights to freedom of association and collective bargaining are restricted by the laws and regulations of respective countries and regions, we seek ways to respect internationally recognized rights through alternatives to dialogue.

Scope of Application of the Meiden Group's Human Rights Policy

The Meiden Group's Human Rights Policy applies to all directors and employees of the Meiden Group, including associate, part-time, contract, and temporary employees.

We also work with all business partners and suppliers to promote respect for human rights by encouraging their understanding and support of this policy, and their adoption of a similar policy.

Ongoing Implementation of Human Rights Due Diligence

We regularly assess potential adverse human rights impacts arising from the activities of the Meiden Group and identify salient human rights issues through the continuous implementation of human rights due diligence. We also promote initiatives to prevent or mitigate these issues.

When necessary, the Meiden Group gives priority to initiatives that address issues causing the most significant adverse impacts on stakeholders involved in the Meiden Group's business.

Remedies and Corrections

Should it become evident that the Meiden Group's business activities cause or contribute to adverse impacts on human rights, we will provide appropriate remedies to those affected.

The Meiden Group has established an internal reporting desk for consultation on and reporting of concerns related to its business activities. Information including the name of the informant is strictly managed by the internal reporting desk, and we are working to improve the reliability of the

reporting system by ensuring impartial responses to reports received. The Meiden Group views the reporting of issues or concerns to the internal reporting desk as an important means of protecting the integrity of the Group, and will continue to implement improvements in order to achieve an effective reporting system where there is no disadvantageous treatment of informants.

Dialogue with Stakeholders

The Meiden Group will deepen its efforts to respect human rights through dialogue and consultation with all stakeholders on human rights issues related to potential and apparent adverse impacts on human rights.

We also contribute to the creation of inclusive societies in the countries and regions where we conduct business activities by providing self-reliance support to vulnerable social groups in cooperation with our diverse stakeholders.

Disclosure of Information

The Meiden Group discloses its efforts to respect human rights and the implementation status of human rights due diligence on its website and in its annual reports.

We establish monitoring indicators and regularly report on the progress of addressing risks identified through human rights due diligence.

Fostering and Spreading Awareness of Respect for Human Rights

To ensure that this policy permeates and takes root throughout our corporate activities, we provide education and training necessary to practice respect for human rights to all directors and employees of the Meiden Group, including associate, part-time, contract, and temporary employees. We also work to promote understanding and dissemination of this policy among our business partners.

The Meiden Group will periodically review this policy according to changes in the social environment and dialogue with our stakeholders, and further enhance our efforts to respect human rights.

President and Executive Officer

Handwritten signature of Akio Inoue in black ink.

Akio Inoue