

[Appendix] Mitsuboshi Belting's Initiatives to

Address Specific Human Rights Issues

1. Labor rights

- Eliminating overwork, reducing overtime, and ensuring breaks and days off
Valuing the health and well-being of our employees, we will work to eliminate overwork and appropriately manage working hours. We will promote the creation of a comfortable workplace environment that complies with applicable laws and regulations, including ensuring breaks and days off.
- Creating a safe and healthy working environment in consideration of mental health as well
Our top priority in our business activities is employee health and safety with the aim of achieving a workplace environment that allows all employees to work with good health and peace of mind in both physical and mental terms. We will continue to promote initiatives not only to prevent occupational accidents but also to maintain and enhance the physical and mental health of our employees, thereby creating a workplace environment that allows employees to work with peace of mind.
- Paying a living wage and providing social security
We will pay our employees satisfactory wages for supporting a decent standard of living and appropriately manage their working hours and leave in compliance with both internationally recognized human rights standards and the labor laws and regulations of each country and region. We will also support the lives and health of our employees by offering an enhanced lineup of social security programs and welfare benefits.
- Prohibiting forced labor
We will never tolerate any form of forced labor in our business activities in any country or region.
- Prohibiting child labor
We will never tolerate child labor and will observe the minimum working age in each country and region. We will also not assign dangerous or hazardous tasks to persons under the age of 18.
- Prohibiting human trafficking, including the trade of human beings
In our business activities in any country or region, we will never tolerate any form of human trafficking, including debt bondage and the trade of human beings, nor modern slavery, including forced labor.
- Respecting freedom of association and collective bargaining rights
We will respect freedom of association and collective bargaining rights in compliance with both internationally recognized human rights standards and the applicable laws and regulations of each country and region. In addition, we value dialogue with our employees and will work to establish good labor-management relations and a comfortable workplace environment.

2. Prevention of discrimination and harassment

- Eliminating discrimination
We will never commit any form of discrimination on the ground of race, nationality, gender, sexual orientation, gender identity, age, religion, creed, ethnicity, disability, family status, social background, or any other reason.
- Ensuring equity
Valuing equity and transparency in our personnel decisions, including hiring, appointments, promotions, and compensation, we will provide equal opportunities for all employees.

- Preventing harassment and responding promptly to any cases of harassment
We will never tolerate any form of harassment that causes physical or mental distress, including sexual harassment and harassment based on abuse of power, such as workplace bullying by individuals in positions of authority. To protect the dignity of all employees, we are committed to preventing harassment and responding promptly to any cases of harassment.

3. Privacy and dignity of individuals

- Appropriately managing personal information about employees and customers
We will appropriately manage personal information about our employees and customers to ensure the security of the information in compliance with both internationally recognized human rights standards and the laws and regulations on the protection of personal information of each country and region.
- Appropriately using AI and surveillance technologies and ensuring transparency
Valuing privacy and transparency in our use of AI or surveillance technologies, we will ensure that our use thereof is limited within an appropriate scope.

4. Supply chain and local communities

- Working with business partners to promote respect for human rights in the supply chain
We will work with our suppliers and affiliated companies to promote initiatives to ensure respect for human rights throughout the supply chain.
- Respecting the rights of indigenous peoples and other local residents
We will respect the rights and cultures of indigenous peoples in compliance with both internationally recognized human rights standards and the applicable laws and regulations of each country and region where we operate. Prior to any land use, we will ensure fully informed and freely given consent from the local communities and work to build trust-based relationships with them.
- Paying consideration to the surrounding environment and ensuring harmonious coexistence with local communities
We will respect the culture and values of people in regions related to our business activities and dialogue and cooperate with local communities in order to contribute to their sustainable development.
- Paying consideration to human rights related to the environment and climate change
In the recognition that environmental degradation and climate change can have negative impacts on human rights, we are committed to reducing such impacts through measures against climate change, biodiversity conservation efforts, and other initiatives in our business activities.

5. Relief and dialogue

- Establishing a relief mechanism and improving its transparency
To promptly identify and address human rights issues related to our business activities, we will establish an effective reporting and relief mechanism and work to improve transparency in its operation.
- Having continuous dialogue and discussions with all stakeholders, including employees
Valuing dialogue and discussions with all our stakeholders, including employees, we will make sustained efforts to identify human rights issues and make necessary improvements.