

Meiko Group Human Rights Policy

The Meiko Group (Meiko Electronics Co., Ltd. and its subsidiaries and affiliates; hereinafter referred to as "Meiko") recognizes the following:

Respecting the human rights of all individuals in its business activities and protecting human rights in accordance with international standards is a corporate responsibility.

We are committed to treating all employees, business partners, suppliers, and other stakeholders with dignity, ensuring a fair and equitable environment. In addition, we are committed to the principles of "Respecting the Individuality of Our Employees" and "Making Our Workplace Better" as outlined in the Meiko Group Code of Conduct. We will promote mutual recognition of each employee's diversity and dignity, and we will create a safe, healthy, and inclusive workplace environment.

Meiko will implement this policy and the Code of Conduct in a manner that is complementary to both. By further clarifying our stance toward eliminating all forms of discrimination, harassment, forced labor, and child labor, we will achieve both sustainable growth and the fulfillment of our social responsibilities.

1. Commitment and Basic Stance on Respect for Human Rights

Meiko is strongly committed to respecting the fundamental human rights of all individuals and fulfilling our social responsibilities through our business activities.

Our fundamental stance is to comply with international human rights standards, including the UN Guiding Principles on Business and Human Rights and International Labour Organization (ILO) standards, and to protect and respect the human rights of all stakeholders, including employees, business partners, customers, and local communities. We are committed to adhering to all applicable laws and regulations in the countries and regions where we operate. In addition, we are dedicated to pursuing methods that ensure maximum respect for international human rights norms.

2. The scope of application of the human rights policy is as follows:

This policy is applicable to all domestic and international business activities of Meiko. This comprehensive policy covers all employees of the Group, business partners, and stakeholders involved throughout the entire supply chain. We also promote compliance with this policy among these stakeholders.

3. Key Human Rights Issues for the Company

Meiko will prioritize the following human rights issues in its business activities. These issues are of particular importance in the context of the company's global operations and supply chain, and we are committed to addressing them continuously.

The company is committed to the following principles:

- Prevention of forced labor and child labor
- Provision of a respectful workplace environment (wages, working hours, occupational safety and health, freedom of association and the right to collective bargaining)
- Elimination of discrimination and promotion of diversity
- Management of human rights risks in the supply chain

4. Human Rights Governance Framework

Under management oversight, we regularly review human rights issues and progress, taking appropriate action. The Human Resources department is responsible for addressing human rights issues through company-wide collaboration.

5. Conducting Human Rights Due Diligence in a Continuous Manner

Meiko conducts human rights due diligence to identify and regularly assess human rights risks associated with its business activities. Risk assessments adhere to global standards, encompassing investigations and monitoring across the entire supply chain to identify risks and implement corrective measures. These activities are continuously improved and implemented transparently.

6. Remediation and Rectification

In the event of human rights violations, Meiko will respond promptly, prioritizing the remediation of victims. Remediation processes will ensure transparency and fairness, and mechanisms will be established to receive complaints from stakeholders. Furthermore, when issues arise, Meiko will investigate the causes and implement measures to prevent recurrence, striving for long-term rectification.

7. Dialogue and Consultation with Stakeholders

Meiko engages in constructive dialogue with all stakeholders, including employees, suppliers, customers, and local communities. Transparency is paramount in addressing human rights issues.

We will establish regular consultation and feedback opportunities, actively listen to stakeholders' concerns and opinions, and strive for improvement.

8. Information Disclosure

Meiko is committed to transparency and will regularly disclose its human rights initiatives and progress to ensure stakeholders are well informed.

9. Dissemination and Education of Human Rights Policy

Meiko will provide the necessary education and training to its officers and employees to implement this policy.

Meiko Corporation implements this policy as part of its sustainable management strategy. The objective of this strategy is twofold: first, to enhance social value, and second, to promote business development in cooperation with all stakeholders.