

[Summary]

The Tokyo Seimitsu Group established our Human Rights Activity Project under the control of the Sustainability Committee in May 2022, and since then, we have been fully committed to respecting human rights. The concept of this activity is that "protecting human rights around the world" through our corporate activities, including our supply chain, contributes to attaining a sustainable economy and society.

As our first initiative, the Tokyo Seimitsu Group established and published the "Tokyo Seimitsu Group Human Rights Policy", which is based on the Tokyo Seimitsu Group Code of Conduct, on October 3, 2022.

The Tokyo Seimitsu Group has also implemented specific initiatives, as shown in the Human Rights Policy, such as providing education on human rights, conducting human rights due diligence (hereinafter referred to as "Human Rights DD"), and establishing a supplier inquiry desk.

Details of the activities are reported at meetings of the Sustainability Committee (chaired by Hitoshi Yoshida, Chairman and CEO), which are held in April and October of each year.

[Process of Human Rights DD]

Based on the Guidelines on Respecting Human Rights in Responsible Supply Chains, published by the Ministry of Economy, Trade and Industry, the Tokyo Seimitsu Group established our internal written procedure for conducting our Human Rights DD and applied the Human Rights DD to the company itself, our domestic and overseas group companies, and our suppliers.

As the result of the Human Rights DD, no serious human rights violation risks, such as forced labor, child labor, violation of labor rights, etc., were found to have occurred at the company itself, our domestic and overseas group companies, or our suppliers; however, some issues that could lead to human rights violation risks were identified. The major activities and results for FY2023 were as follows:

Target	Content of implementation
Tokyo Seimitsu Co., Ltd.	<p><input type="checkbox"/> Education on human rights</p> <p>We provided the following training to ensure that the Human Rights Policy and Respect for Human Rights are well recognized and complied with within the company itself.</p> <p>e-learning titled "About Tokyo Seimitsu Group Human Rights Policy": Attended by 100% (FY2022)</p> <p>e-learning titled "About Employment of People with Disabilities": Attended by 100% (FY2023)</p> <p><input type="checkbox"/> Human Rights DD:</p> <p>We conducted Human Rights DD based on RBA SAQ (*) to identify and assess any human rights violation risks.</p> <p>Assessment results: No highly problematic practices requiring immediate correction were identified; however, we identified some issues that require further consideration from the perspective of creating a safe and healthy working environment (medium risk level).</p> <p>* RBA (Responsible Business Alliance): Code of business conduct for the entire supply chain as established by the electronics industry. SAQ: Self-Assessment Questionnaire (self-assessment based on the code of conduct)</p>

<p>Domestic and overseas subsidiaries (30 domestic and overseas locations)</p>	<p><input type="checkbox"/> Education on human rights</p> <p>We provided the following training to ensure that the Human Rights Policy is well recognized and complied with within the Group.</p> <p>e-learning and training titled "About Tokyo Seimitsu Group Initiatives for Respect for Human Rights" (FY2022)</p> <p><input type="checkbox"/> Human Rights DD</p> <p>We identified and assessed human rights violation risks at the group companies using a 35-question questionnaire, prepared by Tokyo Seimitsu Co., Ltd.</p> <p>Assessment results: No problematic practices requiring immediate correction were identified as human rights violation risks; however, we identified some issues that require further consideration from the perspective of creating a safe and healthy working environment and being able to respond to emergencies (medium risk level).</p>
---	--

<p>Suppliers</p>	<p>□ FY2023 supplier briefing session</p> <p>To ensure that suppliers understand the Tokyo Seimitsu Group Human Rights Policy and cooperate with the Group in promoting initiatives for Respect for Human Rights, we held a supplier briefing session for 125 suppliers (corresponding to the top 80% of purchases) in July 2023. We explained the "Tokyo Seimitsu Group Human Rights Policy", "Request for Cooperation in Initiatives for Respect for Human Rights", "Cooperation in Supplier Questionnaire and Conduct of Human Rights DD", and the "Supplier Inquiry Desk [https://www.accretech.com/jp/contact/contact_exreport.html]" among others (109 companies attended the briefing session while copies of the briefing document were sent to the 16 non-attending companies).</p> <p>□ Human Rights DD (Responses from 113 companies were received: response rate of 90.4%)</p> <p>Based on the responses to the 19 questions addressing labor in the supplier questionnaire on labor, safety, ethics, and management (total of 59 questions) created by Tokyo Seimitsu Co., Ltd., we checked for any human rights violation risks.</p> <p>Assessment results: There were four responses which required further clarification regarding workers' rights. We confirmed that there were no serious human rights violation risks by holding face-to-face interviews with the responding suppliers. However, some responses pointed to the insufficient development of internal rules and policies.</p> <p>Furthermore, some suppliers came to us requesting information on anti-harassment employee training. We provided them with appropriate materials.</p> <p>The Tokyo Seimitsu Group will continue to maintain a dialogue with our suppliers and will work together with them to reduce human rights violation risks.</p>
-------------------------	--