STATEMENT AGAINST SLAVERY AND HUMAN TRAFFICKING

- September 2026 -

MISUMI Europa GmbH
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Dear colleagues,

MISUMI Europa GmbH (MISUMI), together with its parent company MISUMI Group Inc and its affiliated companies of the Misumi Group, are committed to operating responsibly and sustainably throughout the world. MISUMI has a history of operating with high ethical standards and integrity. The way and manner our management, employees and business partners manage social, environmental and economic impacts is critical to our long-term business success.

MISUMI Group Inc operates a global network of sales offices, logistics sites and manufacturing sites, mainly in Asia, Americas and Europe and employs over 12,100 people worldwide who help to bring more than 31 Million products to more than 300,000 customers worldwide. As an important part of this prosperous chain, we also rely our success on a strong global supply chain to source our materials, manufacture and deliver our products.

MISUMI recognizes that issues like child labor, forced labor, human trafficking, and other forms of modern slavery are unlikely to occur in environments where human rights are respected, governance is strong, and corruption levels are low. We respect and act in accordance with internationally recognized human rights and we reject all forms of forced labor, child labor and human trafficking. We have taken all essential measures to prevent such conditions at MISUMI. Day to day management of human rights is overseen by our responsible departments, as well as by our parent company. Compliance with human rights in our global value chain is overseen by all companies of the Misumi Group. As a result, we have fundamental standards and expectations that guide our programming and activities:

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1. Code of Conduct

Our Code of Conduct sets forth the fundamental policies and rules that are a model of the processes, activities as well as the conduct of the directors, executives, officers and employees of MISUMI Europa GmbH. Within our Code of Conduct, we memorialize our guiding principles to act lawfully, ethically, and in the best interest of MISUMI. MISUMI Code of Conduct is distributed to all MISUMI employees and is supplemented by targeted training and communications addressing the principles set forth within it. Non-compliance with the Code of Conduct and related company policies may subject employees to disciplinary actions, up to and including termination. MISUMI employees are instructed to report anything that may be considered a violation via our Compliance Hotline.

2. Equal Opportunities Principle

We put great emphasis on equal opportunity and fair treatment to all employees. It is specifically prohibited to apply discrimination against age, ethnicity, disability, marital or family status, national origin, race, color, religion, sex, sexual orientation, or any other characteristic protected by law. We are committed to provide a company culture that values diversity and teamwork for the purpose of achieving and maintaining a standard of understanding, respect, inclusion, and continuous learning process for every employee. Therefore, we expect all employees to treat one another equally with respect and dignity. There is to be no harsh and inhumane treatment, including any sexual harassment, sexual abuse, corporal punishment, mental or physical coercion or verbal abuse of workers; nor is there to be the threat of any such treatment. We use our best efforts to extend these same principles to the relationships throughout our supply chain with our suppliers and customers.

3. Freely Chosen Employment

MISUMI does not employ or accept any form of forced or bonded labor, prisoners or illegal workers, and expects its business partners to do the same. We make sure that all our employees are working voluntarily, and they are free to leave upon reasonable notice. Our employees are not required to surrender their passports or work permits as a condition of employment, except for the purpose of legal status verification, in which case the documents must be promptly returned to the worker. In addition, we do not hire any employees on the basis of freelance, loan or seasonal employment.

4. Child Labor

We recognize the rights of every child to be protected from economic exploitation and from doing work that is likely to be hazardous to their physical, mental or spiritual health, harmful to their moral or social development, or to interfere with their education. Therefore, child labor cannot be used in any stage of our manufacturing (in accordance with No.138 of ILO Convention, 1973). The term "child" refers to any person employed under the age of 15 or under the age for completing compulsory education, or under the minimum age for employment in the country, whichever is greatest. The use of legitimate workplace apprenticeship programs, which comply with all laws and regulations, is supported. Workers under the age of 18 should not perform hazardous work and may be restricted from night work with consideration given to educational needs.

5. Working Hours, Wages and Benefits

We are convinced that there is a clear link between worker strain and reduced productivity, which may also cause increased injury and illness rates. We are fully in compliance with the statutory work-hours regulations and we expect our business partners to comply with local laws and regulations regarding workers'

contracts, working hours, including overtime and overtime compensation, rest and break times as well. Salaries should be paid regularly and comply with the applicable local legislation and the local market situation. Workers should be entitled to a minimum of one day off in seven and to take time off for established national and local holidays. Workers should be granted the stipulated annual leave, sick leave and maternity/paternity leave without any negative repercussions.

6. Freedom of Association and Collective Bargaining

MISUMI respects the rights of its employees to have the freedom to join, or not to join, an association of free choice as well as establish an association of free choice, to organize and to bargain collectively and individually in accordance with local laws and regulations and expects all its business partners to also be in compliance with this principle. No employee should risk being harassed or retaliated against for exercising these rights.

Along with these goals, we set our expectations clearly for our suppliers as well in terms of corporate and social responsibility. MISUMI prohibits all suppliers from forced labor and human trafficking including, but not limited to, any form of prison, slave, bonded, or forced indentured labor. For this purpose, we communicate our MISUMI Code of Conduct via multiple means including through the language in MISUMI's contracts that require our suppliers to comply with MISUMI Code of Conduct and through our website, where it is available in 4 different languages.

We started to develop policies and practices that will help us assess and understand our effectiveness when it comes to addressing key human rights topics including forced labor and modern slavery. However, our existing processes give us insight into our performance and areas for future action. We will continue to explore more specific Key Performance Indicators (KPIs) that will help us track effectiveness in our efforts to promote human rights and address forced labor. Should any employee, customer or business partner have concerns about the conduct of MISUMI or its partners, confidential reporting is available at harassment@misumi-europe.com.

Frankfurt am Main, 01.09.2026

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