

**Subject: Fighting Against Forced Labour and Child Labour in Supply Chains Act FY 2025 Statement**

**Company Name: Mitsubishi Electric Automation, Inc. (“MEAU”)**

**Effective Date: May 31, 2026**

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**1. MEAU’s Commitment to Fighting Against Forced Labour and Child Labour (FY 2025)**

This statement is made pursuant to the Fighting Against Forced and Child Labor in Supply Chains Act of 2024 (the “Act”). This statement includes our ongoing commitment to respect international human rights standards, comply with laws, act with the utmost integrity, and always act in a manner that respects human rights.

This statement is prepared for MEAU, a member of the Mitsubishi Electric family of companies (the “Mitsubishi Electric Group” or “Group”).

This statement outlines the measures taken by fiscal year 2025 and the ongoing efforts from fiscal year 2026 onward to address the risks of forced labor and child labor in our operations and supply chain, in accordance with the law. Fiscal year 2025 refers to the period from April 1, 2025, to March 31, 2026.

**2. MEAU’s Structure, Operations, Activities, and Supply Chains**

MEAU, a Delaware corporation with its corporate office located in Vernon Hills, Illinois, is a wholly owned subsidiary of Mitsubishi Electric Corporation (“MELCO”), a Japanese corporation publicly traded on the Tokyo Stock Exchange.

MEAU serves a wide variety of industrial markets within North, Central and South America with a family of automation products including programmable logic controllers, variable frequency drives, operator interfaces, motion control systems, computer numerical controls, industrial robots, and servo amplifiers and motors.

Approximately 1.1% of MEAU sales are to customers located in Canada. The remaining 98.9% of MEAU’s sales are to customers located in the United States and Central and South America.

MEAU has approximately 402 employees, most of whom are located in the United States. MEAU employs around 10 employees in Canada.

MEAU's major supplier of goods is its parent company, MELCO. MEAU also procures goods from other Mitsubishi Electric Group companies. Goods sourced from MELCO and other Mitsubishi Electric Group companies account for approximately 86% of MEAU's purchases.

The remaining 14% of the goods MEAU sources come from local suppliers.

### **3. Modern Slavery Risk Management Governance and Information Gathering**

The MELCO Sustainability Committee, appointed by the Executive Officers' Meeting, formulates policies and plans regarding human rights initiatives, verifies performance, and obtains approval from higher-level organizations.

In fiscal year 2022, to swiftly address improvements in human rights initiatives and resolve issues, a permanent "Human Rights Subcommittee" was established under the Sustainability Committee. Given the broad scope of human rights-related issues, initiatives are undertaken with clearly defined responsible divisions. Cross-divisional issues are discussed, and direction is determined by the Human Rights Subcommittee. Progress and results are reported to the Sustainability Committee, which then reports to the Executive Officers' Meeting and Board of Directors. This structure ensures guidance and oversight from Executive Officers and Directors.

In fiscal year 2025, the Human Rights Subcommittee was held three times and the Human Rights Working Group, which is a subordinate body of the Human Rights Subcommittee and consists of operational members, was held ten times.

The Mitsubishi Electric Group will progressively implement the SAQ provided by the Responsible Business Alliance (RBA) at all 16 MELCO internal manufacturing sites and all 71 affiliated companies responsible for manufacturing (32 in Japan and 39 overseas, as of 2025) by fiscal year 2028. The Sustainability Innovation Group at MELCO headquarters aggregates and analyzes information related to human rights, labor, occupational health and safety, etc., based on the SAQ results.

For the supply chain, the Mitsubishi Electric Group is sequentially requesting the 814 Major Suppliers (as of 2025) that account for 80% of group procurement spending to complete the SAQ provided by the RBA by fiscal year 2026. The Corporate Procurement Group at MELCO headquarters aggregates and analyzes the SAQ results.

### **4. Policies in Relation to Modern Slavery, Forced Labour, and Child Labour**

#### **(A) Internal Operating Policies**

The Mitsubishi Electric Group formulated and published the "Mitsubishi Electric Group Human Rights Policy" in 2017. This policy underwent a comprehensive revision in fiscal year 2024 to align with international standards. Going forward, the content will be reviewed every two years, with necessary revisions made as needed.

The "Mitsubishi Electric Group Human Rights Policy" explicitly addresses freedom of association and the right to collective bargaining, prohibits threats of violence, harassment, or intimidation, forbids forced

overtime, prohibits child labor, and commits to providing relief, compensation, and access to justice for victims/survivors of modern slavery, striving to prevent modern slavery.

The Mitsubishi Electric Group signed the “Ten Principles of the United Nations Global Compact” on Human Rights, Labor, Environment and Anti-Corruption in 2018. The entire Mitsubishi Electric Group is committed to implementing policies and procedures consistent with its moral and ethical obligation to end modern-day slavery.

In sustainable procurement, to enhance understanding of our approach and the requirements suppliers must adhere to, MELCO established the "Mitsubishi Electric Group Supply Chain Code of Conduct" in 2024, aligned with the RBA Code of Conduct. The Mitsubishi Electric Group requests suppliers not only to comply with this Code but also to respect the rights of individuals belonging to groups or ethnicities at higher risk of human rights impacts, such as children, migrant workers, indigenous peoples, and ethnic minorities

As a member of the Mitsubishi Electric Group, MEAU adheres to the Group Code of Conduct, which provides:

***Respect for Human Rights:***

- 1. We respect human rights and ensure we adequately understand relevant laws and regulations of the countries and regions in which we conduct business. We strive not to violate any human rights.*
- 2. We request cooperation from various stakeholders involved in the whole value chains of our business activities, products, and services to help promote respect for human rights in society at large.*
- 3. If we receive any complaint or consultation regarding human rights from various stakeholders, or if we see or hear any behavior that infringes upon human rights in Mitsubishi Electric Group activities, we promptly contact the department in charge so that measures can be taken to resolve it.*

**(B) International Standards**

The Mitsubishi Electric Group recognizes the following as key international standards regarding human rights that must be upheld and has clearly stated and publicly disclosed them in its Human Rights Policy:

- International Bill of Human Rights
- OECD Guidelines for Multinational Enterprises
- OECD Due Diligence Guidance for Responsible Business Conduct
- UN Guiding Principles on Business and Human Rights
- UN Guiding Principles Reporting Framework
- ILO Declaration on Fundamental Principles and Rights at Work
- United Nations Global Compact
- ISO 26000 (Guide to Social Responsibility)
- GRI Standards
- RBA (Responsible Business Alliance) Code of Conduct

**(C) Stakeholder Engagement**

In revising the Human Rights Policy in fiscal year 2024, the Mitsubishi Electric Group incorporated external perspectives and proposals. This included reviewing the policy with external human rights experts from Business for Social Responsibility (BSR) and conducting third-party discussions on the revised policy outline with human rights experts from Japan (Mori Hamada & Matsumoto LPC) and overseas (Pillar Two) during expert guidance sessions organized by the United Nations Development Programme (UNDP).

(D) Communication and Enforcement

The "Mitsubishi Electric Group Human Rights Policy" is publicly available in 23 languages on the official website. An "Explanatory Guidance of the Human Rights Policy" has been created for internal employees. This guidance, along with the Human Rights Policy, is published on the internal intranet "Sustainability Website", ensuring awareness among all executives and employees.

During Japan's Human Rights Week in December 2024, MELCO redistributed the Human Rights Policy to all internal divisions and Group affiliates, requesting each company to inform employees and publish it on their respective websites.

In fiscal year 2025, MELCO conducted a survey of all affiliated companies and confirmed that 39% of companies had posted the "Mitsubishi Electric Group Human Rights Policy" on their own websites. MELCO will follow up to ensure all affiliated companies post the Human Rights Policy.

Within the supply chain, the Mitsubishi Electric Group continues to distribute the "Mitsubishi Electric Group Supply Chain Code of Conduct" to all suppliers with whom we have ongoing business relationships and to pursue activities aimed at obtaining agreement confirmation from all companies. The Mitsubishi Electric Group will continue to distribute the "Mitsubishi Electric Group Supply Chain Code of Conduct" to new suppliers and request their compliance beyond fiscal year 2026

Additionally, in connection with its United States Customs Trade Partnership Against Terrorism ("CTPAT") certification, in June of 2023, MEAU adopted its CTPAT Social Compliance Foreign Supplier Code of Conduct (the "Code"). This Code emphasizes MEAU's recognition of the importance of human rights and its commitment to standards of legal compliance and ethical business conduct as it relates to MEAU's procurement of goods and services. The Code provides that MEAU will not partner with any business that uses forced labour and that MEAU will participate in the execution of forced labour prohibition laws and government policies in the MEAU supply chain. Under the Code, foreign suppliers are expected to protect internationally proclaimed human rights in their operations and for their employees, and to not directly or indirectly use forced labor, or inputs produced using such labor.

**5. Risk Management Processes in Place to Assess and Address the Risk of Modern Slavery, Forced Labour, and Child Labour Practices in Supply Chains**

(A) Risk Assessment Frequency

The Mitsubishi Electric Group conducted a Human Rights Impact Assessment in fiscal year 2023 in collaboration with the third-party organization Business for Social Responsibility (BSR) to identify human rights potential risks throughout the entire value chain.

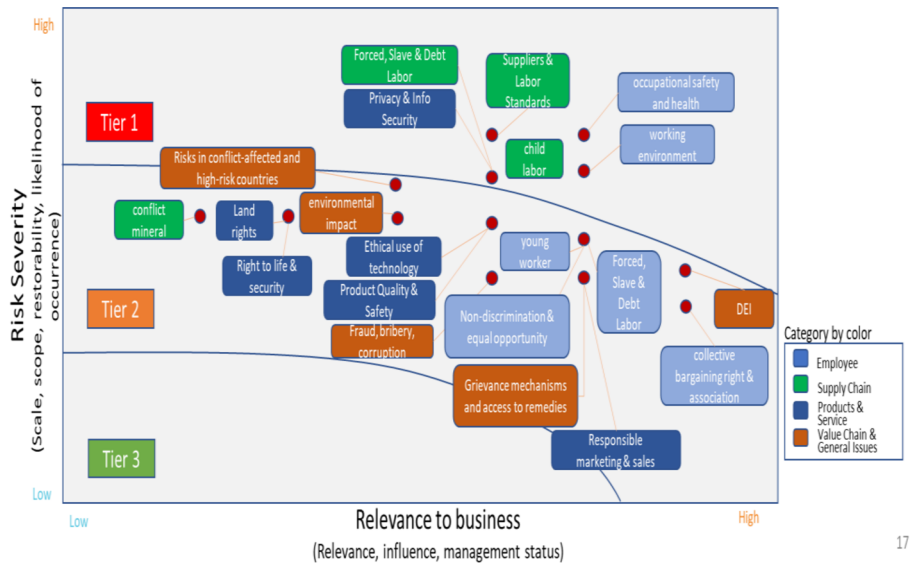
The Mitsubishi Electric Group plans to conduct Human Rights Impact Assessments every 3 to 4 years going forward.

(B) Risk Assessment Governance

The Mitsubishi Electric Group risk assessment process is overseen by Takahiko Hase, Senior General Manager, Sustainability Management Division at MELCO Headquarters, with Sustainability Management Division serving as the secretariat to compile the assessments. Improvement plans and progress for identified risk issues are reported to the Sustainability Committee through the Human Rights Subcommittee.

(C) Identifying and Assessing Risks

In the Human Rights Impact Assessment conducted in fiscal year 2023, BSR collaborated with the Secretariat to conduct desktop research and interviews with all relevant divisions, identifying and prioritizing 21 potential risk issues (see figure below). BSR also presented the Secretariat with 86 recommendations for areas where the Mitsubishi Electric Group should improve.



(D) Highest Priority Risks to Workers

Among the 21 risk issues identified by BSR in the 2023 Human Rights Impact Assessment, the following five items, assessed as high-priority risks based on likelihood and severity, are the top priority risks for workers:

- Workplace Environment for Employees
- Employees’ Health and Safety
- Labor Standards in the Supply Chain
- Forced, Bonded, or Debt Labor in the Supply Chain
- Child Labor in the Supply Chain

(E) Continuous Improvement

In fiscal year 2025, the Mitsubishi Electric Group prioritized 21 risk issues and categorized them into three groups. For the five high-priority risk items, the Group formulated improvement plans, including establishing mechanisms to prevent their occurrence.

To verify whether risks such as forced labour and child labour are being mitigated at internal sites, MELCO conducted the RBA Self-Assessment Questionnaire (RBA-SAQ) at all 16 Mitsubishi Electric manufacturing sites in Japan during fiscal year 2025. The results for all 16 sites were classified as medium risk in total, confirming the absence of forced labor and child labor. Starting in fiscal year 2026, MELCO will continue conducting the SAQ annually at these 16 sites and expand the scope to include manufacturing sites of all affiliated companies both domestically and internationally by fiscal year 2028.

In the supply chain, the Mitsubishi Electric Group distributed the SAQ to 581 suppliers (517 domestic and 64 overseas) in fiscal year 2025, receiving responses from 530 of them. In fiscal year 2026, the Group will expand the scope of the SAQ to all 814 Major Suppliers (as of fiscal year 2025) that account for 80% of procurement spending.

Going forward, the Mitsubishi Electric Group will use the RBA-SAQ to assess risks at all Mitsubishi Electric Group and Major Supplier manufacturing sites, and will implement corrective measures as necessary, focusing on high-priority risk items.

## **6. Due Diligence Processes in Relation to Modern Slavery, Forced Labour, and Child Labour Practices in Supply Chains**

### **(A) Prevention and Mitigation**

In fiscal year 2025, the Mitsubishi Electric Group communicated with 31 Japanese suppliers that received high-risk scores in the SAQ conducted in fiscal year 2024. After listening to the perspectives of the suppliers and providing a more detailed explanation of the Mitsubishi Electric Group's policy, the Group confirmed the existence of misunderstandings by the suppliers. As a result, 24 of the 31 suppliers were reclassified as medium risk.

The Mitsubishi Electric Group then held discussions with the remaining 7 suppliers via online meetings or on-site visits, including on-site inspections. As a result of these more detailed discussions, risk factors were eliminated from 6 suppliers, and they are now classified as medium risk.

For all 31 suppliers, including the one remaining high-risk supplier, the Group will reassess improvement status based on the results of the SAQ conducted in fiscal year 2025 and take necessary actions.

No forced labor or child labor was confirmed among the responding suppliers.

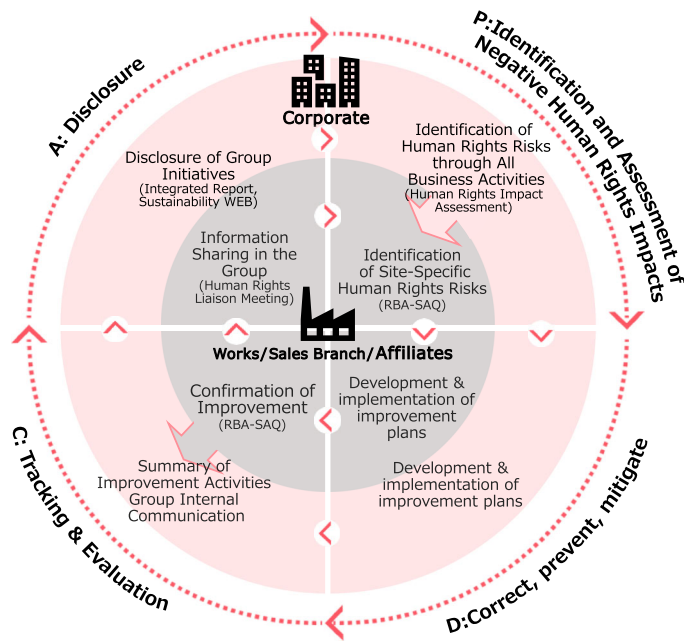
### **(B) Human Rights Due Diligence Approach**

The Mitsubishi Electric Group implements human rights due diligence through a PDCA cycle (see diagram below), advancing it through two parallel tracks: corporate-level activities centered on the Human Rights Subcommittee (pink circle) and site-level activities (gray circle).

While STEP 1 (FY2022–FY2024) of the mid-to-long-term roadmap focused primarily on corporate-level activities, STEP 2 (FY2025–FY2027) and beyond will see the RBA-SAQ progressively rolled out across Mitsubishi Electric Group sites (manufacturing plants, factories, branch offices, sales companies, service companies, and affiliated companies).

Within the supply chain, we will conduct site-level SAQs for Major Suppliers and indirect spend suppliers. This will enable suppliers to implement improvement measures on their own sites. If improvements are needed on the Mitsubishi Electric Group side, the Group will undertake corporate-level improvement activities, similar to those conducted by MELCO internally.

The Mitsubishi Electric Group policy is to promote human rights due diligence at the site level and encourage the implementation and establishment of autonomous improvement activities by each site and supplier.



**(C) Grievance Mechanisms**

The Mitsubishi Electric Group operates two contact points that accept inquiries and complaints from all stakeholders in the Mitsubishi Electric Group's global value chain 24 hours a day, 365 days a year:

Contact Desk	Inquiry Content	Link
Mitsubishi Electric Official website "Sustainability Inquiry desk"	Inquiries about the sustainability of Mitsubishi Electric Group	<a href="#">Inquiries   MITSUBISHI ELECTRIC Global website (EN)</a>
Japan Center for Engagement and Remedy on Business and Human Rights (JaCER)	External consultation desk for human rights of Mitsubishi Electric Group mainly in the supply chain	<a href="#">JaCER   Consultation desk (EN)</a> <a href="#">JaCER   Consultation desk (CH)</a>

In addition, MEAU has an internal whistleblower hotline which allows for 24 hours a day, 365 days a year anonymous reporting of a wide range of issues, including human rights concerns.

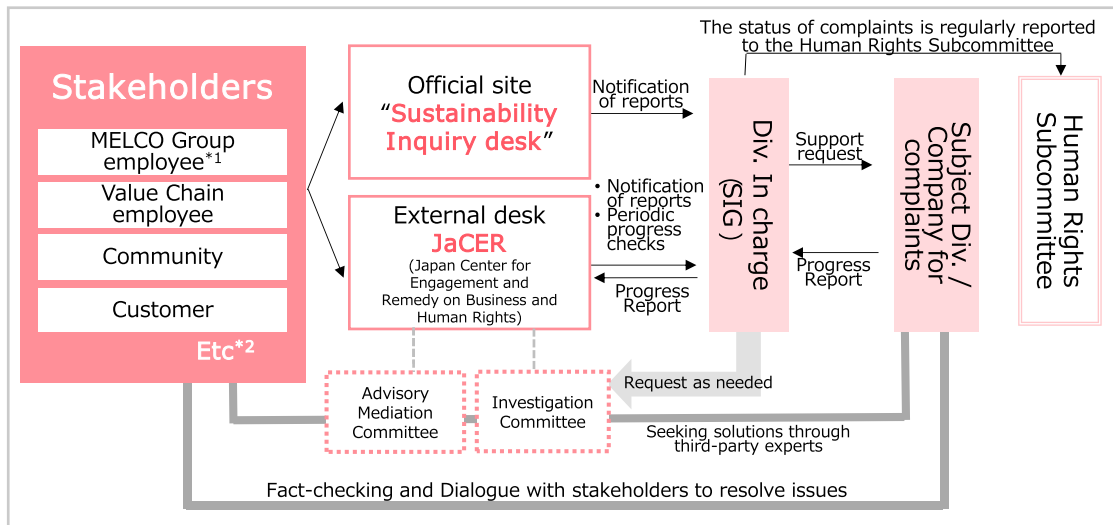
To date, neither the Mitsubishi Electric Group nor MEAU has received any reports of forced labour or child labour through the multiple contact points they have established.

**(D) Remediation Policies and Processes**

Complaints received through either of the two Mitsubishi Electric Group channels are accepted by the MELCO Sustainability Management Division as a contact desk. After notifying the reporter and obtaining permission to share the report information with relevant internal divisions, the contact desk contacts the complaint handling contact point of the relevant business division or affiliated company. Subsequently, the responsible division communicates with the reporter to seek resolution. If the reporter requests, it is possible to establish an investigation committee or advisory mediation committee involving external lawyers, etc., in collaboration with JaCER.

Complaint handling status is regularly reported to the MELCO Human Rights Subcommittee.

The official website "Sustainability Inquiries" is available in Japanese and English. JaCER accepts complaints in 33 languages.



**(E) Incidents of modern slavery**

To date, there have been no instances of modern slavery in the SAQ results for any MELCO internal manufacturing sites, affiliated companies within the Mitsubishi Electric Group that have been surveyed, and Major Suppliers accounting for 80% of procurement.

**(F) Business Model**

The Mitsubishi Electric Group has set "100% agreement obtained from Major Suppliers to the Mitsubishi Electric Group Supply Chain Code of Conduct" as a KPI for fiscal year 2024, published it on its official website and reported the results in its fiscal year 2025 Integrated Report.

For fiscal year 2025 KPI, in line with progress in business and human rights-related activities, the "100% Implementation of Corrective Actions for High-Risk Suppliers Based on Sustainable Procurement Survey Results (SAQ Results)" was published on the official website. The Mitsubishi Electric Group is setting more specific targets and taking action to prevent modern slavery.

KPIs are deliberated and approved by the MELCO Sustainability Committee and reported to the Executive Officers' Meeting and Board of Directors.

#### (G) Stakeholder Engagement

To ensure the Mitsubishi Electric Group's human rights initiatives are effective, the Group creates opportunities for dialogue with experts and NGOs.

In June 2025, MELCO invited Ms. Asako Nagai, Managing Director of Business for Social Responsibility (BSR), to advise the Group on the Group's initiatives to respect human rights.

#### (H) Continuous Improvement

In fiscal year 2025, the Mitsubishi Electric Group requested to conduct SAQ surveys for 581 out of 814 Major Suppliers.

Of those, the Group requested SAQ to all 517 Japanese suppliers and received responses from 466. One high-risk supplier was identified. MELCO visited the site to conduct an on-site inspection and held discussions with the management regarding improvements. MELCO will conduct an RBA audit at the supplier in fiscal year 2026 and provide ongoing guidance for improvement based on the results. The Mitsubishi Electric Group confirmed that forced labour and child labour do not exist at all suppliers that responded.

In fiscal year 2026, the Mitsubishi Electric Group plans to roll out the SAQ to Major Suppliers in other regions, completing its implementation for all Major Suppliers. The Group will also continue individual follow-ups with non-responding suppliers to improve the response rate.

### **7. Training Provided on Modern Slavery, Forced Labour, and Child Labour**

#### (A) Internal and External Training

MELCO conducts "Mitsubishi Electric Group Sustainability training" as part of the annual e-learning program for all executives and employees, which includes human rights education. The number of participants in fiscal year 2025 was 41,332 for MELCO (including contract and temporary employees) and 25,327 for Japanese affiliated companies.

In fiscal year 2025, the Mitsubishi Electric Group held a total of six regional meetings (Americas, EMEA, Asia/India, China, Korea, Taiwan) for the newly assigned "Human Rights Promotion Officers" within MELCO and all affiliated companies. These meetings covered foundational knowledge on business and human rights, the Mitsubishi Electric Group's initiatives, and expectations for Promotion Officers.

In fiscal year 2025, as part of internal training on business and human rights, MELCO continued its training program for all new employees and newly appointed managers. Additionally, new training programs were introduced for key personnel in the procurement division and tiered training for procurement division staff.

In fiscal year 2026, MELCO will establish a training program within the “MELCO Seminar”, an elective training program for all MELCO executives and employees. Additionally, MELCO will introduce elective training programs within the Human Resources and General Affairs divisions.

The number of participants in each MELCO training program for fiscal year 2025 was as follows:

- Company-wide New Employee Training: 923 participants
- Company-wide Newly Appointed Management Training: 1,020 participants
- Procurement Fundamentals Course: 27 participants
- Mid-Level Procurement Personnel Training: 38 participants
- Sustainable Procurement Staff Meeting: 53 participants
- New Procurement Division Manager Training: 11 participants

#### (B) Training Program Materials and Training Package Development

In fiscal year 2025, MELCO launched the "Business and Human Rights Academy" on the MELCO intranet, making the following eight materials freely accessible for viewing and downloading by all executives and employees. While the materials were created by the Sustainability Management Division at MELCO headquarters, some were developed with the cooperation of external human rights experts from Mori Hamada & Matsumoto LPC. MELCO will continue awareness activities within the Group through various opportunities, including Human Rights Day Week.

- Business and Human Rights Fundamentals
- Background on Why Businesses Must Respect Human Rights
- Human Rights Companies Must Protect
- Mitsubishi Electric Group's Human Rights Initiatives
- Explanation of the Human Rights Policy
- Toward Strengthening Human Rights Initiatives
- Human Rights Risks in the Value Chain
- Examples of Integrating Human Rights Risk Reduction Measures into Operations

The eight training materials were introduced to all MELCO affiliated companies at the “Human Rights Promotion Officers Meeting” held in fiscal year 2025. MELCO will proceed with distributing training materials to affiliated companies and facilitate the implementation of their own training programs.

In addition, MEAU provides an annual in-house prepared training course to its procurement personnel that includes forced labour and child labour issues.

#### (C) Continuous Improvement

As mentioned in item (B), in fiscal year 2025, MELCO launched the new "Business and Human Rights Academy" on the intranet and also integrated human rights education into the training frameworks of the Procurement and Human Resources & General Affairs divisions. Furthermore, MELCO will establish optional training within the “MELCO Seminar”, MELCO’s company-wide training system.

MELCO will continue to expand the distribution of training materials to affiliated companies, implement human rights training at each company, and enhance the content of these programs.

MELCO plans to conduct a Business and Human Rights training session for directors and executive officers in June 2026. The goal is for management to understand the human rights risks specific to the Mitsubishi Electric Group and to serve as drivers for future initiatives.

**8. Assessing the Effectiveness of the Actions Taken to Prevent and Respond to Modern Slavery, Forced Labour, and Child Labour, and the Due Diligence Processes**

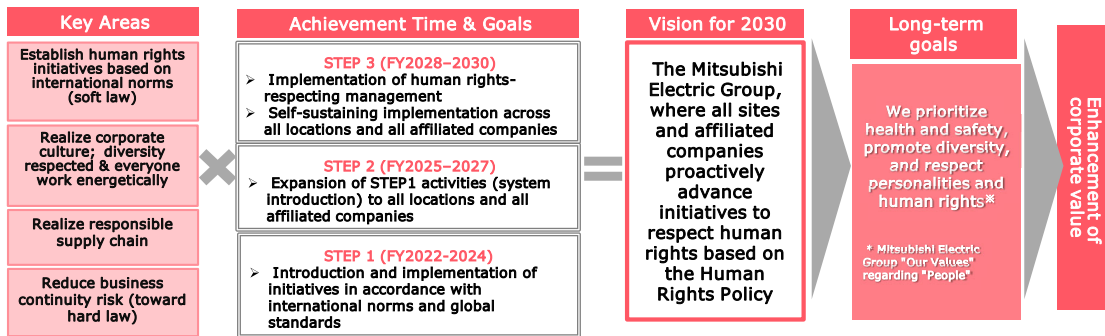
(A) Goal Setting

The Mitsubishi Electric Group is working toward its Vision for 2030: "The Mitsubishi Electric Group, where all sites and affiliated companies proactively advance initiatives to respect human rights based on the Human Rights Policy."

By fiscal year 2027, MELCO will establish a system to conduct annual SAQs and risk assessments at all internal manufacturing sites and Group affiliates. Over the following three years, the Mitsubishi Electric Group will deepen and embed preventive measures for Key Risk Issues, including modern slavery.

The Mitsubishi Electric Group has defined specific goals for each step within each priority area and shares these as common Group goals across all sites and affiliated companies.

**Human Rights Initiatives Mid- to Long-Term Goals and Roadmap (Overview)**



Achievement goals for each STEP			Vision for 2030
Priority areas	Achievement period	STEP 2 Goals (end of FY2027)	STEP 3 Goals (end of FY2030)
Establish Human Rights initiatives based on international norms	Policy & Governance	<ul style="list-style-type: none"> <li>HR promotion organization has been established and measures from SIG are smoothly implemented within Group</li> </ul>	<ul style="list-style-type: none"> <li>Regularly reviews its Human Rights Policy to reflect social trends</li> <li>The roles of management and each division are clear and accountable</li> </ul>
	Human Rights DD	<ul style="list-style-type: none"> <li>Identifying issues throughout the value chain based on periodic Human Rights Impact Assessments and conduct rounds of DD</li> <li>RBA-SAQ is deployed at major Group manufacturing sites (consolidated basis) to identify risks at each site</li> </ul>	<ul style="list-style-type: none"> <li>Assessment, improvement activities, and monitoring throughout the value chain are in place and published</li> <li>Human rights risk reduction activities using RBA-SAQ are being carried out as "practice as usual" at each site</li> </ul>
	Complaint Handling	<ul style="list-style-type: none"> <li>Developed human rights complaint response rules and manuals in accordance with the UN Guiding Principles and have disseminated them to personnel at all Group locations.</li> </ul>	<ul style="list-style-type: none"> <li>The company handles complaints in accordance with the Guiding Principles, and keeps track of and publishes the number of complaints within the group</li> </ul>
	Engagement	<ul style="list-style-type: none"> <li>Dialogue with suppliers and employees has been initiated</li> </ul>	<ul style="list-style-type: none"> <li>Engagement with a wide range of clients, employees, industry associations, experts, NGOs, etc., both domestically and internationally</li> </ul>
Realize corporate culture; diversity respected & everyone work energetically	Education and Awareness	<ul style="list-style-type: none"> <li>Through HR Week events and training, key personnel at each location, such as HRPO, procurement &amp; HR personnel, understand the importance of respecting human rights</li> </ul>	<ul style="list-style-type: none"> <li>Each location plans and implements education programs tailored to its own and regional characteristics based on educational materials provided by SIM</li> <li>All employees understand and act in accordance with HR policy</li> </ul>
Realize responsible supply chain	Procurement DD	<ul style="list-style-type: none"> <li>Completed the rollout of RBA-SAQ to major suppliers and completed a cycle of risk reduction activities for high-risk suppliers</li> </ul>	<ul style="list-style-type: none"> <li>SAQ has been rolled out to sales offices and indirect suppliers</li> <li>Guidance, audits, and dialogue activities with suppliers are well-established</li> </ul>
	Mineral Response	<ul style="list-style-type: none"> <li>Integrated into the sustainability promotion framework, with systems and operations established and standardized</li> <li>Education is being rolled out across the entire group and integrated into the human rights education framework</li> </ul>	<ul style="list-style-type: none"> <li>The importance of mineral DD has permeated throughout the group, and the system and operations have become firmly established.</li> </ul>
Reduce business continuity risk	Legal Compliance	<ul style="list-style-type: none"> <li>HRPO at each location understand the legal trends in their respective countries</li> <li>Preparations for CSRD and CSDDD are being advanced without delay</li> </ul>	<ul style="list-style-type: none"> <li>Each location independently monitors regulatory trends and collaborates with SIM &amp; SID to advance legal compliance efforts</li> <li>Responses to CSRD, CSDDD, and other legislations have been completed without issues</li> </ul>

The Mitsubishi Electric Group, where all sites and affiliated companies proactively advance initiatives to respect human rights based on the Human Rights Policy

(B) Key Performance Indicators

The Mitsubishi Electric Group has set "45% or higher implementation rate of improvement measures for identified human rights issues" as a KPI for fiscal year 2024, published it on its official website and reported the results in its fiscal year 2025 Integrated Report.

For fiscal year 2025 KPI, in line with progress in business and human rights-related activities, "Continuing improvement activities for issues identified through human rights impact assessments (Improvement measure implementation rate in FY2026: 100%)" was published on the official website. The Mitsubishi Electric Group is setting more specific targets and taking action to prevent modern slavery.

KPIs are deliberated and approved by the MELCO Sustainability Committee and reported to the Executive Officers' Meeting and Board of Directors

(C) Monitoring and Evaluating Governance

At the end of each fiscal year, the MELCO Sustainability Management Division compiles progress on KPIs and STEP goals for each priority area, reports to the Human Rights Subcommittee, and implements necessary measures in collaboration with relevant divisions.

(D) Use of Data

Progress is evaluated by collecting progress reports from the responsible divisions as previously defined and assessing them at the Secretariat. Progress reports and evaluations strive to be as quantitative as possible.

(E) Evidencing Outcomes

Progress evaluation results for company-wide KPIs and Key Risk Issues will be reported to the MELCO Human Rights Subcommittee and published on the official website.

The results of other goals will be reported to the MELCO Human Rights Subcommittee.

(F) Stakeholder Engagement

To ensure the Mitsubishi Electric Group's human rights initiatives are effective, the Group has established opportunities for dialogue with experts and human rights NGOs.

In June 2025, MELCO invited Ms. Asako Nagai, Managing Director of Business for Social Responsibility (BSR), to provide advice on the Group's human rights respect initiatives.

(G) Continuous Improvement

Starting in fiscal year 2026, with the aim of promoting focused risk reduction and improvement activities for Key Risk Issues using a risk-based approach, the Mitsubishi Electric Group has revised its KPIs to: "Promote risk identification and improvement activities at Group sites regarding key human rights issues using the RBA-SAQ" and "100% implementation of corrective actions for high-risk suppliers." The Group will review and disclose the status of KPI achievement annually.

Going forward, the Mitsubishi Electric Group will consider analyzing the accumulated SAQ response data using tools such as AI and providing feedback based on those analyses. The Mitsubishi Electric Group will

encourage the Group's sites and suppliers to implement self-improvement measures and, where necessary, take action to address significant risks, led by the Human Rights Working Group.

[Attestation Page Follows]

In accordance with the requirements of the Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in the report for the entity or entities listed above. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed above.

DocuSigned by:  
By: Milton Coleman  
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Name: Milton Coleman  
Title: SVP and General Manager  
Date: 5/28/2026