



Miyoshi Kasei Group

Social Policy

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Policy written by SDPI*

Purpose

The Miyoshi Kasei Group conducts its business in full compliance with the labor and human rights laws and regulations of the countries and regions in which it operates.

Beyond legal compliance, we are committed to respecting and promoting internationally recognized human rights throughout our operations and value chain, in alignment with the principles of fairness, dignity, and equal opportunity.

We will engage with stakeholders – such as employees, suppliers, business partners, and local communities – to strengthen, monitor, and improve labor practices and human rights performance through measurable actions within reasonable timeframes, with the aim of preventing or mitigating potential negative human rights impacts.

Where mitigation efforts do not lead to sufficient improvement, we will consider implementing alternative and sustainable measures to address the root causes of the identified risks.

Scope

This Policy applies to all sites and activities of MIYOSHI Kasei Group worldwide (manufacturing, R&D, logistics and offices). There are no exclusions from the scope of this Policy.

All of MIYOSHI Kasei Group's own workforce has a role to play in delivering our sustainability targets, addressing their role-specific responsibilities and considering how to engage with our partners to help them minimize their sustainability impacts. Any breach of the commitments described in this policy may lead to appropriate follow-up actions towards employees. All employees are presented with the engagements described in this policy during their onboarding and sign an onboarding document to acknowledge this.

In addition, when working with partners in parts of our value chain which are outside of our direct control, we encourage them to apply the same requirements set out in this Policy.

* SDPI (Sustainable Development Performance Initiative): Miyoshi Kasei executive body for CSR questions, including assessment, action planning, reporting, strategy building.

Guiding principles & standards

In 2025, MIYOSHI Kasei Group conducted a double materiality assessment to identify the key issues related to its activities and its entire value chain. Our actions are primarily focused on these material topics, making them more relevant, effective, and impactful.

Our commitments have been defined mainly on this basis, while also addressing other topics considered pertinent in light of our activities and values.

In this process, we have sought to align our commitments and practices on labor practices and human rights as much as possible with major international standards and frameworks, such as GRI, the International Labour Organization (ILO) Core Conventions, the UN Guiding Principles on Business and Human Rights (UNGPs, with a focus on HRDD), as well as emerging regulatory requirements including the CSRD/ESRS and due diligence legislations.

Main commitments & objectives

To achieve this ambition, the Miyoshi Kasei Group is committed to:



Employees Health & Safety

- Ensuring a safe and healthy working environment for all employees
- Fostering a culture of risk prevention and workplace well-being

Objective	Target (unit)	Deadline
Implement a given rate of corrective actions during the year following a health and safety risk assessment	90% (actions)	Each year
Limit the number of working accidents where we operate	0 (accidents)	Each year



Human Rights in Our Operations

- Preventing any form of child labor, forced labor, or human trafficking within our own operations by ensuring full respect for fundamental labor rights and promoting a culture of ethics, vigilance, and zero tolerance toward such practices

Objective	Target (unit)	Deadline
Maintain zero incidents of child labor, forced labor or human trafficking within our own operations	0 (incidents)	Each year



Working conditions & Social dialogue

- Ensuring fair, balanced, and respectful working conditions by promoting proper work organization, decent wages, work-life balance across all entities.
- Promoting constructive social dialogue tailored to national contexts across all group entities, by respecting local legal frameworks and fostering regular and transparent exchanges between management and employees.

Objective	Target (unit)	Deadline
Maintain a given rate of living wage payment to our workers, according to the results of our gap analysis	100% (workers)	Each year
Perform internal surveys on social climate, perceptions of working conditions or satisfaction	1 per entity (survey)	Every 3 years



Diversity and Inclusion

- Ensuring that all employees and job-applicants are treated fairly, and not discriminated based on, but not limited to : religion, color, national origin, gender, sexual orientation, disability, age, ethnic origin, social status, or political opinion. We aim at promoting gender equity and empowering women at all levels of our organizations.
- Prohibiting any kind of physical, verbal, psychological or sexual abuse, harassment or misconduct, including threats or intimidation

Objective	Target (unit)	Deadline
Train our managers in diversity and inclusion leadership	100% (managers)	2027
Train a given rate of employees on whistleblowing procedure	100% (employees)	Every 2 years
Ensure a given rate of reporting investigated after whistleblowing	100% (cases)	Each year



Career management & Training

- Promoting continuous learning and the development of employees' skills
- Ensuring that annual performance reviews are systematically used as a tool to identify training needs and career development opportunities for all employees
- Fostering an inclusive and fair management culture by strengthening the skills of all managers so that they become key drivers of diversity, inclusion, and equal opportunities within the company

Objective	Target (unit)	Deadline
Reserve a given rate of annual working hours for training on performance skills	1% (working hours)	Each year
Conduct a given rate of annual performance reviews for all employees	100% (employees)	Each year



Our External Stakeholders - Downstream Value Chain

- Making our best efforts to ensure the safety and compliance of all marketed products.

Objective	Target (unit)	Deadline
Maintain a given number of incidents related to product safety each year	0 (incidents)	Each year



Our External Stakeholders - Upstream Value Chain

- Implementing a due diligence approach by assessing wage practices within the upstream value chain, to identify risks related to the absence of decent wages.
- Working to prevent any form of child labor and forced labor, or human trafficking in the upstream value chain by implementing due diligence and awareness-raising measures with strategic suppliers. The objective is to identify high-risk situations, promote respect for fundamental labor rights, and ensure the social integrity of purchased raw materials.

Objective	Target (unit)	Deadline
Assess a given rate of strategic suppliers on risks related to their compliance with local living wage, child labor and forced labor throughout their entire value chain	100% (strategic suppliers)	2030

Implementation & Review

Human resources managers, Health and Safety managers, or any people in charge of these topics through the companies, are responsible for enforcing this policy.

This policy will be reviewed every two years or as soon as the need arises.

Hitoshi USUI,

President of Miyoshi Kasei, Inc.,
representing Miyoshi Group companies