

Corporate Management
Human Rights

Medium-Term Management Plan: Strengthening Seven Management Foundations: Reinforcing Corporate Governance

Related Materiality Reinforcing Corporate Governance

The following information is available on our website:
https://www.shimadzu.com/sustainability/social/human_rights.html#01

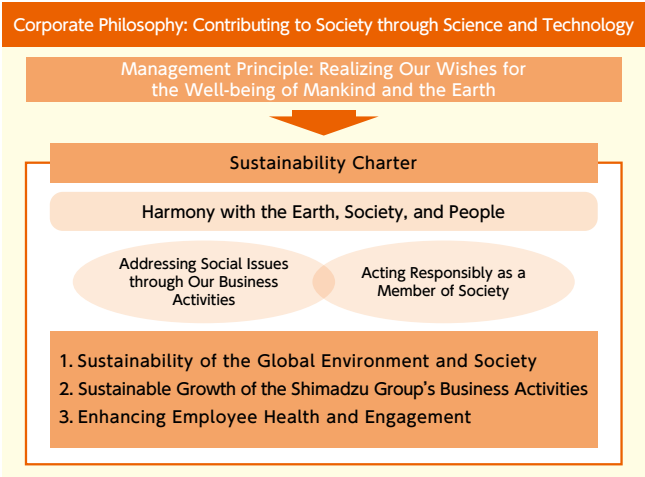
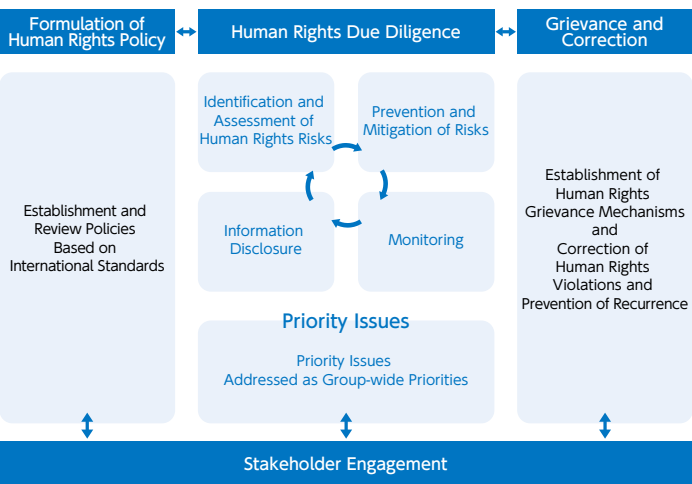
Respect for Human Rights



Shimadzu Group's Approach to Human Rights

Human rights are the fundamental rights inherent to all individuals, enabling them to live with dignity and pursue well-being. At the Shimadzu Group, we recognize that respecting the human rights of all stakeholders involved in our business activities is fundamental to our corporate operations. Guided by international norms and government guidelines, we have established a framework for promoting respect for human rights. This includes our human rights policy, human rights due diligence, and grievance mechanisms and corrective action. We have also identified priority human rights risks that require particular attention. Through training and education, we strive to mitigate potential negative impacts, while regularly monitoring progress and ensuring appropriate disclosure.

Framework for Promoting Respect for Human Rights at the Shimadzu Group



Shimadzu Group Human Rights Policy

Shimadzu Corporation and its Group companies (hereinafter referred to as the "Shimadzu Group") believe that respecting the human rights of all stakeholders involved in the Shimadzu Group's business is fundamental to its corporate activities. The Shimadzu Group understands the requirements of international norms on respect for human rights and has established the Shimadzu Group Human Rights Policy (hereinafter referred to as the "Policy") as the highest code of conduct for respecting human rights. Under this Policy, we will respect the human rights of all stakeholders, aim to "Contributing to Society through Science and Technology," which is our corporate philosophy, and promote corporate activities to "Realizing Our Wishes for the Well-being of Mankind and the Earth," which is our management principle.

■1. Scope of Application

- 1.1. This Policy applies to all officers and employees of the Shimadzu Group.
- 1.2. The Shimadzu Group also expects its suppliers, distributors, and other business partners to support and engage in activities that respect human rights based on this Policy.
*Officers: Internal and external directors, audit & supervisory board members, and other officers appointed under delegation agreements.
Employees: All individuals employed by the company, including secondees and temporary staff.

■2. International Norms

- 2.1. The Shimadzu Group understands and respects the content of the following international norms on respect for human rights.
 - 2.1.1. United Nations (UN) Guiding Principles on Business and Human Rights (UNGPs)

- 2.1.2. International Labour Organization (ILO) "ILO Declaration on Fundamental Principles and Rights at Work"
- 2.1.3. UN International Bill of Human Rights (Universal Declaration of Human Rights and International Covenants on Human Rights)
- 2.1.4. OECD Action Guidelines for Multinational Enterprises
- 2.2. The Shimadzu Group understands and respects each country's national action plans established under the UNGPs.
- 2.3. Shimadzu has signed the United Nations Global Compact and supports the "Ten Principles of the United Nations Global Compact."

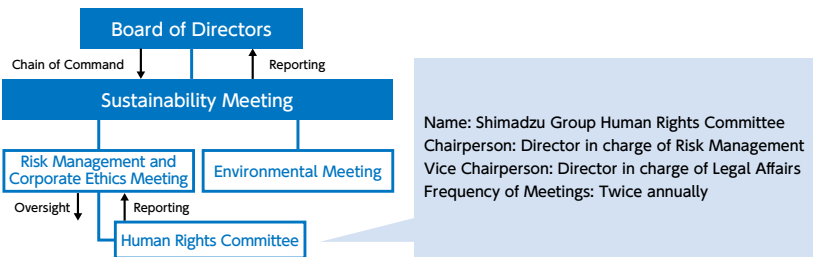
■3. Activities

- 3.1. The Shimadzu Group will carry out the following activities to respect human rights.
 - 3.1.1. Human rights due diligence (identification and assessment of human rights risks across corporate activities, selection and monitoring of priority issues, and prevention and mitigation of risks)
 - 3.1.2. Establishing grievance mechanisms, remedying human rights violations, and preventing recurrence
 - 3.1.3. Education and training for Shimadzu Group officers, employees, business partners, etc.
 - 3.1.4. Dialogue with stakeholders
 - 3.1.5. Transparent information disclosure

This Policy was established by resolution of the Board of Directors of Shimadzu Corporation. Please refer to the full text on the website.

Governance and Promotion Structure

- The Shimadzu Group has established the Shimadzu Group Human Rights Committee under the Risk Management and Corporate Ethics Meeting, which is a specialized body of the Shimadzu Group Sustainability Meeting.
- The Board of Directors oversees the Group's human rights initiatives through regular reports from the Shimadzu Group Sustainability Meeting.
- The Human Rights Committee is composed of the general managers of departments relevant to human rights issues—including Risk Management, Human Resources, Procurement, Legal, and Sustainability Management — and is responsible for coordinating human rights initiatives both within and outside the company.



Name: Shimadzu Group Human Rights Committee
Chairperson: Director in charge of Risk Management
Vice Chairperson: Director in charge of Legal Affairs
Frequency of Meetings: Twice annually

Corporate Management
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Human Rights Due Diligence

The department responsible for each risk takes the lead in implementing initiatives, while the Human Rights Committee monitors progress in preventing and mitigating negative impact.

1. Identification and Assessment of Human Rights Risks

With reference to international norms and government guidelines, we identify risks that companies should respect and assess them based on two axes: their impact on human rights and their relevance to our business activities. Led by the Human Rights Committee, we also consider input from external experts and the circumstances of Group companies when identifying and assessing potential adverse impacts related to human rights. Based on this assessment, human rights risks that require priority action are discussed at the Sustainability Meeting and designated as priority issues.

Key Human Rights Risks by Stakeholder

| Stakeholders | Key Human Rights Risks |
|-------------------|---|
| Employees | <ul style="list-style-type: none">•Various forms of harassment•Occupational health and safety•Freedom of association•Discrimination (in hiring and placement)•Insufficient or unpaid wages•Excessive or unfair working hours |
| Supply Chain | <ul style="list-style-type: none">•Child labor•Forced labor•Bribery and corruption•Operations in conflict-affected areas•Various forms of harassment•Infringement of intellectual property |
| Customers | <ul style="list-style-type: none">•Consumer safety and the right to information•Bribery and corruption•Various forms of harassment•Right to privacy |
| Local Communities | <ul style="list-style-type: none">•Climate change-related issues•Freedom of residence and movement•Infringement of indigenous and local community rights•Discrimination (race and ethnicity) |

2. Prevention and Mitigation of Risks

We are implementing various initiatives to mitigate human rights risks.

■ Safe and Healthy Work Environment (Occupational Health and Safety)

Since 1921, the Shimadzu Group has designated "Factory Safety Day," reflecting our belief that ensuring a safe and hygienic workplace is inseparable from corporate activities. We continue to promote occupational health and safety initiatives. In addition to complying with occupational health and safety laws and internal regulations, we provide education programs—including transferring safety knowledge from experienced employees to younger generations—and conduct thorough risk assessments. Recent trends in workplace accidents show that about one-third involve inexperienced employees with less than five years of service. To prevent incidents caused by insufficient training or experience, we provide safety education and hazard prediction training for new employees and beginners. As part of these efforts, we conduct training sessions using safety experience devices—including VR systems that simulate workplace accidents—and provide targeted programs for high-risk departments to enhance hazard awareness.



Rotary Hazard Simulation Device



Hazard Prediction Training Programs for Focused Departments

3. Monitoring

The responsible departments take the lead in implementing initiatives. Key Performance Indicators (KPIs) are established for these activities, and the Human Rights Committee monitors progress.

4. Information Disclosure

Information related to human rights is disclosed appropriately through our Integrated Report, external websites, and other channels.

Human Rights Initiatives in the Supply Chain

To promote responsible procurement practices, we have established the Shimadzu Group CSR Procurement Guidelines, which set out the requirements we ask our suppliers to understand and comply with. The Guidelines consist of five categories, including human rights and labor. Based on these, we conduct assessments of our business partners and provide support for improvement where necessary.

The following information is available on our website:
https://www.shimadzu.com/sustainability/social/human_rights.html#01

Respect for Human Rights



■ Prohibition of Forced Labor and Child Labor

Throughout all stages of our business activities, the Shimadzu Group eliminates child labor, forced labor, and human trafficking, while promoting activities that take sustainability into consideration. In addition to self-assessments, we confirm and improve implementation status through supplier communications such as interviews. The results of these assessments are used as reference criteria in the selection of business partners.



On-site Supplier Communications

The following information is available on our website:
<https://www.shimadzu.com/about/procurement/index.html>

Sustainable Procurement



Establishing Grievance Mechanisms

To prevent, detect at an early stage, and address issues related to corporate ethics, including human rights, we have established reporting channels both inside and outside the company.

These channels are available to all Group employees, temporary staff, and subcontractor employees working within our facilities, and reports may be submitted anonymously.

In FY2024, a total of 164 reports were received across the Group. In accordance with applicable laws, we protect whistleblowers, conduct necessary investigations, and implement corrective measures and recurrence prevention.

In addition, we have established grievance mechanisms specifically for human rights matters, enabling us to accept complaints from stakeholders—including suppliers and customers without direct business relationships with us, as well as members of local communities.

Education

The Shimadzu Group has formulated the Shimadzu Group Corporate Ethics and Code of Conduct Guidelines, which summarize the key elements of our corporate ethics regulations.

These Guidelines identify human rights, compliance practices, and respect for diversity as key themes, and we provide ongoing training on these topics every year.

In FY2024, we also provided training on human rights in the supply chain to 51 overseas Group companies, achieving a 100% participation rate.