

Initiatives for Respect for Human Rights in FY2025

Initiatives in FY2025

- **Annual internal self assessment with regard to the critical human rights risks**

Following the establishment of a framework in FY2024 to check the status of critical human rights risks (child labor, forced labor, and inappropriate usage of migrant workers) across our domestic and overseas group companies, we conducted annual internal self assessment in FY2025 as follows.

- Period

Assessment was conducted from August to September 2025.

- Target Companies

Sumitomo Electric and Sumitomo Electric Group companies in Japan and overseas (excluding Japan-listed subsidiaries, etc.) : 288

※Five out of 14 overseas subsidiaries of TECHNO ASSOCIE Co., Ltd., which became a wholly-owned subsidiary in 2023.

- Assessment Items and Contents

For this fiscal year, we focused on child labor, forced labor, and migrant workers under the following contents.

- No finding of employing children (workers under 15 years old)
- No finding of forced labor (such as restriction on workers' behavior, debt bondage, or forced internal deposits)
- Compliance with internal rules regarding employment of migrant workers (internal rules such as no hiring fees, no fees to be borne by the worker, no holding passports by the company, employment contracts to be signed in a language which the worker understands, etc.)

- Results

One minor issue regarding a contract with a temporary staffing agency was found at an overseas group company, which has already been resolved. No other critical human rights risks were identified.

- **Harassment Training at Overseas Sites**

To prevent harassment—one of our key human rights risks—we are strengthening our training and awareness activities targeting overseas group companies. In FY2025, approximately 8,000 participants across about 90 companies in the Americas, Asia, and Europe completed harassment training.

- **Human Rights Initiatives in the Supply Chain**

We strive to understand human rights risks within the supply chains of our key business partners by incorporating Human Rights Due Diligence initiatives into the Group's CSR Procurement Assessment. In FY2025, we conducted assessments for 822 companies, and no specific issues were identified.