

Zojirushi Group Human Rights Policy

The Zojirushi Group (hereinafter referred to as the "Group"), guided by our corporate philosophy of "Creating a Quality of Life," conducts its business activities to enrich the "today" of our customers that leads into the future, while contributing to the realization of a sustainable society. The Group recognizes that its business activities may directly or indirectly affect human rights. In order to respect the human rights of all people involved in our business, we hereby establish the "Zojirushi Group Human Rights Policy" (hereinafter referred to as the "Policy").

1. Basic Approach

The Group strives to eliminate all forms of discrimination and actions that impair human rights in order to protect the dignity of all people involved in our business activities. The Group supports and respects the international human rights norms defined in the International Bill of Human Rights of the United Nations, as well as the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work. In addition, we will promote initiatives to respect human rights in accordance with the United Nations Guiding Principles on Business and Human Rights and the Japanese Government's "Guidelines on Respecting Human Rights in Responsible Supply Chains." The Group complies with the laws and regulations of the countries and regions where it conducts its business activities. In the event of a conflict between local laws and regulations and international human rights norms, the Group will pursue ways to respect internationally recognized human rights principles.

2. Scope of Application

This Policy applies to all executives and employees of the Group. Furthermore, the Group expects all of its business partners to support and respect this Policy. For our suppliers, we will promote initiatives to respect human rights through our "Supplier Guidelines."

3. Implementation of Human Rights Due Diligence

The Group will establish a mechanism for human rights due diligence based on the United Nations Guiding Principles on Business and Human Rights and implement this on a continuous basis. We will identify adverse impacts on human rights within our business activities and supply chains, and strive to prevent and mitigate such impacts. In addition, we will regularly review the effectiveness of these initiatives and ensure appropriate information disclosure.

4. Remedy and Correction

In the event that the Group's business activities cause or are found to be involved in adverse impacts on human rights, or if there is a suspicion thereof, the Group will promptly assess the situation through appropriate means, and strive to provide remedy and correction.

5. Education and Awareness-Raising

To ensure that this Policy is integrated into all business activities and functions effectively, the Group will continuously provide appropriate education and training to executives and employees to foster an understanding of and respect for the importance of human rights, thereby striving to enhance human rights awareness and promotion.

6. Information Disclosure

The Group will disclose information regarding the progress of its human rights initiatives based on this Policy through its website and other channels in a timely and appropriate manner.

7. Dialogue and Consultation with Stakeholders

The Group will strive to engage in sincere dialogue and consultation with relevant stakeholders on an ongoing basis regarding the impacts on human rights in its business activities.

8. Governance Structure

The Group will clarify the executive officer in charge who holds responsibility for the execution of this Policy to ensure its effectiveness. Regarding the compliance and implementation of this Policy, the Sustainability Promotion Committee holds responsibility for driving these initiatives forward under the oversight of the Board of Directors.

This Policy has been approved by the Board of Directors of Zojirushi Corporation.

Date of Enactment: August 3, 2026

Zojirushi Corporation

Representative Director, President and CEO

Norio Ichikawa