

## **Forced Labour Report for Minebea AccessSolutions USA Inc.**

This report (“Report”) is made in compliance with Canada’s Fighting Against Forced Labour and Child Labour in Supply Chains Act (the “Act”) by Minebea AccessSolutions USA Inc., (“MAS US”) a Delaware company and American manufacturing subsidiary of its ultimate parent company MinebeaMitsumi, Inc. (“MMI”).

We recognize that risks of forced labour and child labour (also referred to as modern slavery) exist and acknowledge that understanding and managing these risks requires a collaborative approach with our suppliers, our workforce, and other external stakeholders.

This report has been prepared for the calendar year ending on December 31, 2023.

This report is made pursuant to the Act and was approved by MAS US’s Board of Directors (the Board) on May 30, 2024.

### **Our Corporate Structure and Business Activities**

MAS US is headquartered in Bremen, Georgia, United States, and is a MinebeaMitsumi Group company. MAS US is a U.S. manufacturer of automotive OEM parts and components, while its ultimate parent company, MMI, is a global leader in the design and production of miniature ball bearings, precision components, electromechanical components, and semiconductor components.

### **Our Supply Chains**

MAS US is an American manufacturer of precision bearing products and sells bearing products to customers in the Americas.

MAS US works with many suppliers to provide goods to support our customers and has hundreds of suppliers, both to supply materials and components used in the manufacturing of our products, as well as service providers to support general operations.

### **Risks of Forced Labour or Child Labour in Our Supply Chain**

MAS US is committed to the safety and health of its employees and conducts its operations in compliance with all applicable laws and regulations. Like with many global businesses, risks in our supply chain arise because of our limited visibility into our suppliers’ supply chains. Although MAS US’s exposure to forced labour and child labour risks is considered low, the nature of business requires us to procure a large number of supplies and materials. Our supply chain includes raw metals, plastics, and other component parts, sourced from around the world.

### **How We Work to Ensure Our Supply Chains Are Free of Forced Labour and Child Labour**

MAS US, though MMI, is committed to supporting responsible sourcing of its materials and components from suppliers that share our values around human rights and ethics.

### 1. Our Policies and Due Diligence Processes

Since MAS US' parent company was acquired by MMI in January of 2023, the policies and procedures of MMI also apply to MAS US.

As a MinebeaMitsumi group company, the policies and procedures of MMI also apply to MAS US. This includes the MMI Group Code of Conduct, which formalizes MMI's requirement that all MMI group companies pursue profits through free and fair competition and ensure compliance all applicable laws and regulations.

### 2. Employee Training on Forced Labour and Child Labour

MMI publishes relevant policies on its website, including its Group Officer and Employee Compliance Guidelines ("Compliance Guidelines"). MMI requires that all officers and employees of MMI Group Companies read, understand, and comply with the Compliance Guidelines. The Compliance Guidelines require immediate reporting of any violation or suspected violation.

### 3. How We Monitor Ourselves and Our Suppliers

Pursuant to stand business practice, we maintain internal accountability standards and procedures to address employees, contractors or suppliers who fail to meet company standards, including labour law violations regarding slavery and human trafficking.

Credible information regarding a potential violation, whether discovered by MAS US, MMI, employees, agents, or suppliers, are encouraged to be promptly reported to the relevant local Human Resources Department or Legal Department.

MAS US and MMI policies prohibit retaliation against anyone who reports a concern in good faith.

### How We Have Addressed Reported Risks or Use of Forced Labour or Child Labour in our Supply Chains

As of December 31, 2023, MAS US has not faced situations of forced labour or child labour and has therefore not had to remedy or rectify such situations.

### Attestation

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.

[NAME] Junichi Tomiyama  
[TITLE] VP  
May 30<sup>th</sup> 2024



I have the authority to bind Minebea AccessSolutions USA Inc.