

Star Micronics Group

Business Continuity Plan Basic Policy

Star Micronics Group (hereinafter referred to as “our Group”) will extract risks anticipated in advance and implement measures to prevent or mitigate those risks, in order to continue business activities even in the event of major disasters such as large-scale earthquakes, typhoons, heavy rainfall causing flooding, and the spread of infectious diseases. We will formulate a Business Continuity Plan (hereinafter referred to as “BCP”) and create action plans for executives and employees to take in times of emergency. Furthermore, through training based on the BCP, we will continuously review and improve our responses to strengthen our resilience against disasters.

1. Basic Policy

- 1) Ensuring the safety and well-being of employees is the highest priority
- 2) Preserve company facilities and achieve prompt recovery of systems to resume and continue operations swiftly
- 3) Support customers’ business resumption and maintain our credibility
- 4) Foster a corporate culture in which employees maintain awareness of potential crises and are prepared for emergency responses
- 5) Cooperate and coordinate with the local community to support restoration and reconstruction efforts

2. Management Structure

- 1) The Risk Management Committee will oversee the progress of the BCP
- 2) The Chief Risk Management Officer of the Risk Management Committee shall be the President and Representative Director (Executive Officer)
- 3) To strengthen and promote BCP initiatives, establish the Natural Disaster Risk Management Sub-Committee under the Risk Management Committee
- 4) The person responsible for the measures of the Natural Disaster Risk Management Sub-Committee shall be the Director of General Affairs
- 5) Members of the Natural Disaster Risk Management Sub-Committee shall be the heads of the administrative divisions of each organization, and the heads of these divisions shall select other members as appropriate to the business

3. Continuous Review

- 1) Regularly conduct trainings and exercises based on the BCP, have the Natural Disaster Risk Management Sub-Committee discuss identified weaknesses, issues, and challenges, and implement revisions to the BCP
- 2) Flexibly respond to new risks and changes in social conditions

Effective date: August 1, 2025

Mamoru Sato

Representative Director,
President and Chief Executive Officer

