

## KAIHARA Group Human Rights Policy

### Basic Philosophy

KAIHARA Group (hereinafter referred to as “Company”) respects the human rights of all stakeholders in the process of pursuing its corporate philosophy and fulfills its social responsibility as a company in accordance with the laws of Japan and international laws.

### Scope of Application

The KAIHARA Group Human Rights Policy (hereinafter referred to as “Policy”) applies to all officers and employees of the Company, and the Company’s suppliers and business partners are also encouraged to support this Policy.

### Monitoring and Correction

In order to ensure compliance with the basic philosophy of this Policy, this Policy is monitored by the Sustainability Promotion Office through a series of processes (human rights due diligence process) that include assessment of adverse human rights impacts, corrective actions, monitoring (follow-up investigations), and disclosure of information on how to address them, and any nonconformities are corrected in an appropriate and prompt manner.

### Commitment to Human Rights Risks

#### 1. Prohibition of Forced Labor and Child Labor

- 1) The Company prohibits employment of any person under 15 years of age, regardless of gender, or under the age for completing compulsory education in the country of manufacture if that age is higher than 15. In the case where such employment is discovered, the child shall be immediately removed from the workplace, and the Company shall ensure access to a parent or guardian. In the absence of that guardian, the Company will actively support the child in gaining access to administrative or third-party agencies in order to ensure his/her livelihood and education.
- 2) The Company will not force its employees to work under any threat (force, penalties, fines).
- 3) The Company shall not require employees to deposit their original personal documents, including identification cards, passports, visas, work permits, bank passbooks, etc. The Company is prohibited from retaining such documents even if requested to do so by the employee.
- 4) The Company shall bear the costs associated with recruiting, hiring, and returning foreign workers (technical intern trainees).

#### 2. Prohibition of Discrimination of Any Kind

The Company shall prohibit discrimination based on race, age, color, nationality, gender, religion, sexual orientation, disability, political opinion, social or ethnic origin.

#### 3. Working Hours

- 1) The Company shall make it a priority to meet the legal requirements of the government and strive to control overtime hours to less than 12 hours per week.
- 2) The Company shall prohibit employees from working seven consecutive days per week, regardless of where they work or move to.

#### 4. Wages and Benefits

- 1) The Company will not pay wages that are unreasonably low, taking into account the disparity from the living wage.
- 2) The Company shall prohibit deductions from wages for the purpose of punishment.
- 3) The Company shall enter into labor contracts with employees and pay wages and benefits. Various deductions such as taxes and insurance shall be made in accordance with the labor agreement.
- 4) The Company shall indicate or show employee pay stubs in a language that can be confirmed by the employee himself/herself, or each item in the pay stubs.

#### 5. Harassment and Consultation Service

- 1) The Company shall prohibit harassment of any kind, including physical or mental abuse, verbal abuse, and sexual harassment.
- 2) The Company shall operate a zero-tolerance policy (resolute response method) against sexual harassment.
- 3) The Company shall establish an anonymous, non-discriminatory, and non-disadvantageous whistle-blowing mechanism, and appoint a person in charge of the complaint handling system.

#### 6. Freedom of Association and Respect thereof

The Company respects freedom of association and the right to collective bargaining.

#### 7. Safety and Health

- 1) The Company shall appropriately manage the safety and health of its employees in accordance with its safety and health policy.
- 2) The Company shall maintain a safe working environment for employees, provide necessary personal protective equipment, and promote appropriate storage and management of chemical substances and other materials.
- 3) The Company shall provide its employees with clean drinking water, food, and sanitary facilities.

#### 8. Educational Opportunities (Understanding, Promotion, and Penetration)

The Company shall continuously provide all officers and employees with educational opportunities necessary to disseminate this Policy.

#### 9. Information Disclosure

The Company will disclose the content of this Policy and its initiatives on its website.

#### 10. Improvement of Policy

The Company shall continuously review and update this Policy.

06/01/2025

KAIHARA CORPORATION

貝原護

, Representative Director and President