Human Rights Policy

This policy applies to all officers and employees of the Company and its affiliates. In addition, we ask all business partners and stakeholders to support and align with the principles of this policy in their business activities.

1. Respect for Human Rights

In our business activities, the Company will not tolerate discrimination based on race, ethnicity, creed, gender, social status, religion, nationality, age, sexual orientation, gender identity, mental or physical disability, etc., will respect such diversity, and will make every effort not to overlook human rights violations.

2. Support for and Respect for International Standards

As a signatory to the United Nations Global Compact, the Company and its affiliates support and respect international norms on human rights, including the International Bill of Human Rights and the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work. Furthermore, we formulated this policy and promote efforts to respect human rights in accordance with the United Nations Guiding Principles on Business and Human Rights.

3. Compliance with Laws and Regulations

The Company and its affiliates comply with laws and regulations applicable in each country and region where we operate. If there is a conflict between internationally recognized human rights and the laws and regulations of individual countries or regions, we will seek ways to maximize respect for international human rights standards.

4. Consideration for Human Rights Issues

(1) Provision of a Safe, Hygienic, and Healthy Working Environment

The Company and its affiliates will provide employees with a safe, hygienic, and healthy working environment.

(2) Prohibition of Inhumane Treatment

The Company and its affiliates prohibit all forms of inhumane treatment, including physical or mental abuse and harassment.

(3) Respect for Freedom of Association and the Right to Collective Bargaining

The Company and its affiliates respect workers' rights, such as freedom of association and the

right to collective bargaining in labor relations.

(4) Prohibition of Forced Labor

The Company and its affiliates employ all employees of their own free will and do not require or tolerate forced labor under any circumstances.

(5) Prohibition of Child Labor

The Company and its affiliates do not allow child labor, comply with statutory minimum employment ages, and do not allow individuals under the age of 18 to engage in hazardous or dangerous work under any circumstances.

(6) Consideration for Local Communities

In our business activities, the Company and its affiliates give utmost consideration to land rights, access to water, health, indigenous rights, and other impacts on human rights in local communities.

(7) Working Conditions

The Company and its affiliates comply with labor-related laws and regulations in the countries and regions where we operate, and strive to provide favorable working conditions to all officers and employees by guaranteeing appropriate wages, working hours, and benefits.

5. Implementation System

The President and Representative Director serves as the chief executive responsible for the implementation of this policy, and the Administrative Management Division oversees its promotion and operation. We set targets for improvement regarding key human rights issues and concretely monitor the outcomes. Furthermore, taking into account changes in social conditions and business risks, we regularly review this policy and strive for continuous improvement.

6. Human Rights Due Diligence

Through human rights due diligence initiatives, the Company and its affiliates strive to identify, prevent, or mitigate negative impacts on human rights in our business activities.

7. Remedy and Corrective Action

If the business activities of the Company and its affiliates cause or contribute to adverse human rights impacts, we will engage in remedies and corrective actions through dialogue with stakeholders and appropriate procedures. Furthermore, we will establish and operate a reporting channel accessible to internal and external stakeholders, ensuring anonymity and confidentiality for whistleblowers.

8. Dialogue and Consultation

In advancing all human rights initiatives, the Company and its affiliates value dialogue with stakeholders—including employees, business partners, customers, local communities, and experts—and conduct sincere consultations.

9. Education and Awareness Raising

The Company and its affiliates will provide necessary education to all officers and employees to ensure they understand this policy and can take appropriate actions, actively working on human rights awareness.

10. Information Disclosure

The Company and its affiliates will appropriately disclose information regarding our human rights initiatives and progress.

February 5, 2026
Asahi Sangyo Kaisha, Ltd.
President
Mikio Kodama