

# Kyokuto Kaihatsu Group Human Rights Policy

As a company that supports social infrastructure, Kyokuto Kaihatsu Group's mission is to contribute to the realization of a sustainable society by providing products and services based on proper consideration of safety, environmental impact, and human rights. Respect for human rights is essential to solving social issues and growing together with society through business activities, and thus regarded as the foundation of all our activities.

In addition, Kyokuto Kaihatsu Group respects the human rights of all its stakeholders, strives to identify, prevent, and reduce any human rights impacts, and takes appropriate corrective measures. Furthermore, through promotion of diversity, equity, inclusion, and belonging, we aim to create a safe and rewarding work environment to fulfill our responsibilities.

## 1. Basic stance

Kyokuto Kaihatsu Group supports international human rights norms, as stipulated in the "International Bill of Human Rights," which sets forth the fundamental human rights that all people of the world are supposed to enjoy, the "Declaration on Fundamental Principles and Rights at Work" and the "Tripartite declaration of principles concerning multinational enterprises and social policy (MNE Declaration)" of the International Labour Organization (ILO), the "Guiding Principles on Business and Human Rights" of the United Nations, the "Ten Principles of the United Nations Global Compact," and the "OECD Guidelines for Multinational Enterprises," etc. We respect human rights and address human rights issues in accordance with the procedures of these international norms.

Kyokuto Kaihatsu Group respects internationally recognized human rights to the fullest extent, and complies with the laws and regulations of the countries and regions in which we operate. In the event that a country's laws and regulations differ from international human rights norms, we will follow higher standards. In case of any conflict, we seek ways to respect internationally recognized human rights.

## 2. Scope

This Policy applies to all officers and employees of Kyokuto Kaihatsu Group (including contract employees, temporary workers, and part-timers).

We also expect all our suppliers and business partners engaged in any part of our business, products, and services to understand and support this Policy, and we promote their efforts toward respecting human rights.

3. Respect for human rights

Kyokuto Kaihatsu Group prohibits all forms of discrimination based on race, skin color, ethnicity, nationality, social status, family origin, sex, age, disability, health status, religion, ideology, creed, political opinion, sexual orientation, gender identity, occupation, and employment status, etc., and does not tolerate any harassment. We will never be complicit in any form of forced labor, including human trafficking, child labor, or condemnation of or attack on human rights organizations, and will respect human rights for all.

Kyokuto Kaihatsu Group complies with payment of salaries exceeding the minimum wages stipulated by laws and regulations, and strives to ensure management of proper working hours and to provide a safe and healthy work environment. We will also endeavor to ensure fair treatment, including the guarantee of equal pay for equal work.

Furthermore, we will respect freedom of association and the right to collective bargaining, respond in good faith to proposals for the formation of labor unions and collective bargaining, and prohibit retaliation.

4. Human rights due diligence

Kyokuto Kaihatsu Group establishes and continuously implements human rights due diligence mechanisms to identify, prevent, and mitigate negative impacts of its business activities, including the supply chains, on the human rights of stakeholders.

5. Corrective and remedial measures

Kyokuto Kaihatsu Group takes corrective and remedial measures through appropriate actions in the event or probable event of negative human rights impacts in the business activities. In addition, if such negative impacts on human rights occur in the value chain, including the supply chain, we encourage our business partners and those directly related to our products and services to take corrective measures.

6. Education and training

Kyokuto Kaihatsu Group will continue to provide appropriate education and training to the executives and employees to ensure that this Policy is incorporated into all business activities and effectively implemented.

7. Dialogue and consultation

In promoting our efforts for respecting human rights, Kyokuto Kaihatsu Group strives to prevent and mitigate any negative impact on human rights by continuing dialogue and consultation with relevant stakeholders in good faith, properly grasping their opinions and requests, and reflecting them in our policies and initiatives.

8. Information disclosure

Kyokuto Kaihatsu Group aims to maintain and improve our stakeholders' trust by ensuring transparency and accountability through timely and appropriate disclosure of a series of human rights initiatives including this Policy, achievements in human rights due diligence, negative impacts that have actually occurred, and results of corrective measures.

March 14, 2025

Tatsuya Nunohara

Representative Director, President, CEO,  
Kyokuto Kaihatsu Kogyo Co., Ltd.