

Kokuyo Group Human Rights Policy

The Kokuyo Group, to present a tomorrow you can't wait for, is helping to build through its business activities a self-directed, collaborative society that keeps addressing socioeconomic issues. We believe that protecting people's dignity and respecting their rights is one of the essential elements for celebrating uniqueness and building a self-directed and autonomous society.

Based on this fundamental stance, the Kokuyo Group hereby establishes the Kokuyo Group Human Rights Policy (hereinafter referred to as "this Policy") to clarify its approach to respecting human rights.

The Kokuyo Group will fulfill its responsibility to respect the human rights of stakeholders in all countries and regions throughout its business activities in accordance with this Policy.

1. Positioning of this Policy

This Policy was formulated based on the United Nations Guiding Principles on Business and Human Rights and presents the Kokuyo Group's approach to respecting human rights in its business activities in accordance with the Kokuyo Group's Code of Conduct.

2. Respect for international human rights standards and compliance with laws and regulations

The Kokuyo Group will support and respect international standards in relation to human rights such as the International Bill of Human Rights (the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights, and the International Covenant on Economic, Social and Cultural Rights) the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work, the United Nations Guiding Principles on Business and Human Rights, and the United Nations Declaration on the Rights of Indigenous Peoples, and will work toward putting those standards into practice.

Furthermore, the Kokuyo Group will comply with all applicable laws and regulations in the countries and regions where it conducts business activities. When faced with conflicts between internationally recognized human rights standards and the laws and regulations of individual countries and regions, we will pursue methods to maximize respect for internationally recognized human rights standards.

3. Scope of application

This policy applies to all officers and employees of the Kokuyo Group (including regular employees, contract employees, and temporary employees).

Furthermore, the Kokuyo Group will request that all its business partners, including suppliers, understand and support the contents of this Policy, and will work continuously to ensure that this Policy is respected.

4. The Kokuyo Group's responsibility for respecting human rights

The Kokuyo Group understands that its business activities may directly or indirectly impact

the human rights of its stakeholders.

The Kokuyo Group will prohibit forced labor, child labor, and human trafficking, respect freedom of association and the right to collective bargaining, prohibit discrimination based on race, ethnicity, religion, nationality, language, age, gender, sexual orientation, disability, and other such characteristics, prohibit all forms of harassment, manage proper working hours and reduce excessive overtime, guarantee equal pay for equal work, ensure payment of the minimum wage and support a living wage, ensure a healthy and safe workplace environment, protect personal information and privacy, guarantee consumer safety and the right to know, guarantee the rights of workers from overseas, and prevent bribery and corruption. We will commit to not infringing any other internationally recognized human rights of stakeholders in our business activities, and to appropriately addressing any adverse human rights impacts arising from our own business activities in order to rectify them.

Furthermore, when external parties (including all suppliers and other business partners, as well as external organizations and individuals involved in Kokuyo Group business activities) are involved in the occurrence of adverse human rights impacts, we will strive to ensure that we do not directly or indirectly contribute to or become involved in human rights violations. This will include by urging appropriate measures to respect human rights and prevent violations.

5. Implementation of human rights due diligence

The Kokuyo Group will establish a human rights due diligence framework in accordance with the United Nations Guiding Principles on Human Rights to fulfill its responsibility to respect human rights. We will identify human rights adverse impacts on stakeholders arising through our own business activities and supply chain, and continually implement measures to prevent and mitigate such impacts.

6. Rectification and remediation

If it becomes clear that the Kokuyo Group's business activities have caused, contributed to, or been involved in adverse human rights impacts, we will work to rectify the problems and provide remedies through appropriate means.

7. Education and training

The Kokuyo Group will reflect the concepts of this Policy in procedures necessary to ensure its full implementation across all its business activities. We will also conduct the necessary education and training to ensure that all Kokuyo Group officers and employees fully understand this Policy.

Furthermore, we will strive to ensure respect for human rights throughout the entire supply chain by thoroughly disseminating the contents of this Policy to all our business partners, including suppliers.

8. Dialogue and consultation with stakeholders

The Kokuyo Group will continually engage in dialogue and consultation with relevant stakeholders and external experts in the series of initiatives based on this Policy.

9. Disclosure of information

The Kokuyo Group will disclose information in a timely and appropriate manner regarding the process and effectiveness evaluation results of its human rights initiatives based on this Policy.

10. Governance structure

With regard to the implementation of this Policy, we will designate an executive officer with responsibility for its execution, establish various policies based on this Policy, and specify and implement detailed measures across the entire Kokuyo Group.

11. Continual review of this Policy

The Kokuyo Group understands that specific issues that should be addressed will change due to social changes, business trends, and other factors. To deepen our commitment to respecting human rights, we will continually review this Policy after engaging in dialogue and consultation with stakeholders and external experts.

This Policy has been approved by the Board of Directors of KOKUYO CO., LTD.

Established: December 1, 2025

KOKUYO CO., LTD.

Director,
Representative Corporate Officer,
President and CEO
Hidekuni Kuroda

