

## **Suzuken Group Human Rights Policy**

The Suzuken Group, guided by its corporate philosophy of “continuing to contribute to fulfilling lives filled with smiles for all people,” conducts its business activities based on five codes of conduct: Sincerity, Morality, Identity, Learning from Customers, and Evolution.

Recognizing that respect for human rights in business activities is an important social responsibility, the Group has established the Suzuken Group Human Rights Policy to demonstrate its commitment to respecting human rights.

### **1. Upholding and Respecting International Standards**

We uphold and respect international standards, including the United Nations Guiding Principles on Business and Human Rights (UNGPs), the International Bill of Human Rights, the International Labour Organization’s Declaration on Fundamental Principles and Rights at Work, and the Organization for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises. We fulfill our responsibility to respect human rights by taking appropriate measures to address any adverse impacts on human rights arising from our business activities.

### **2. Scope of Application**

This policy applies to all employees. We seek to encourage our business partners and other stakeholders to respect this policy and collaborate with us to promote respect for human rights.

### **3. Human Rights Governance and Management Structure**

Human rights initiatives within the Group are deliberated by the Sustainability Committee, which reports and makes recommendations to the Board of Directors. The Board supervises compliance with this policy and related initiatives to respect human rights.

### **4. Human Rights Due Diligence**

We conduct human rights due diligence to identify, prevent, and mitigate adverse impacts on human rights arising from our business activities, and to explain how we address such impacts.

### **5. Commitment to Specific Human Rights Issues**

In all aspects of our business activities, we respect the following rights and dignity in accordance with international norms and principles:

- **Prohibition of Discrimination:**  
We prohibit all forms of discrimination based on gender, age, race, nationality, creed, religion, ideology, social status, physical or mental disability, sexual orientation, gender identity, or any other characteristic.
- **Prohibition of Inhumane Treatment (including abuse and harassment):**  
We prohibit all forms of inhumane treatment, including physical or mental abuse, as well as harassment.
- **Appropriate Management of Working Hours and Wages:**  
We manage working hours, holidays, and leave in compliance with applicable laws and regulations, and ensure adherence to the statutory minimum wage requirements.
- **Provision of a Safe, Hygienic, and Healthy Work Environment:**  
We comply with applicable laws and regulations to maintain a safe, hygienic, healthy, and worker-friendly workplace, prevent occupational accidents, and foster a positive and active work environment.
- **Respect for Freedom of Association and Collective Bargaining Rights:**  
We respect the right to freedom of association and collective bargaining in accordance with applicable laws and regulations.

- **Prohibition of Forced and Child Labor:**  
We strictly prohibit forced labor carried out against one's will, as well as the labor of children below the legally defined working age.
- **Respect for Privacy and Protection of Personal Information:**  
We respect individual privacy, comply with relevant laws and regulations, take appropriate measures, and ensure the protection of personal information.
- **Promotion of Diversity and Inclusion:**  
We strive to create an inclusive environment that values diverse perspectives and ensures fair opportunities for all to succeed.
- **Responsible Supply Chain:**  
We are committed to building cooperative relationships that prevent and mitigate adverse impacts within the supply chain, while ensuring fair and transparent transactions, anti-corruption efforts, and compliance with applicable laws and regulations, with due consideration for human rights.

#### **6. Remediation and Grievance**

We maintain grievance mechanisms in line with international standards to receive and address concerns from internal and external stakeholders. If it becomes clear that our business activities have caused or contributed to adverse human rights impacts, we will take appropriate remedial actions.

#### **7. Dialogue and Consultation with Stakeholders**

We engage in dialogue and collaborative consultation with a wide range of stakeholders to understand and appropriately address the impacts of our business activities, and to build trust-based relationships.

#### **8. Education and Awareness-Raising**

We continuously provide training and awareness-raising activities to ensure that all employees understand this policy and act in accordance with respect for human rights.

#### **9. Policy Disclosure and Information Sharing**

We regularly disclose information on our human rights initiatives and their progress through our website and various reports.

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Shigeru Asano  
President and Chief Executive Officer  
Suzuken Co., Ltd.

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In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.