

Kurabo Group Human Rights Policy

Preamble

Since its foundation in 1888, the Kurabo Group has upheld its company creed, “*Doushin rikuryoku* (be of one mind and make concerted efforts)” and its company motto, “*Kenju* (humility bears profit),” under which the Group has promoted its business activities as a company creating new value and has actively worked on corporate activities that are now related to SDGs and ESG ahead of the rest of the world, with an eye always on contributions to its stakeholders, including society and customers. Currently, the Group aims to be supported by society as a reliable, dependable company under its management philosophy, “The Kurabo Group contributes to a better future through the creation of new value.” In addition, the Group has formulated and implemented the Kurabo Group Code of Ethics as its action guidelines for ethical corporate activities.

Furthermore, under Kurabo’s labor idealism that “Business cannot prosper unless employees are happy,” the Group has worked to educate its employees, improve their working environment, expand employee welfare, and manage employees’ health and has also been committed to the development of local communities and we maintain these attitudes to this day. This mindset of valuing people and society is “respect for human rights” itself, and has always been part of the DNA of the Kurabo Group since its foundation. In particular, in the present age where the globalization of supply chains has increased the impact of corporate activities on human rights, the Kurabo Group has renewed its awareness that “respect for human rights” is a social responsibility that the Group should most focus on, and hereby establishes the Kurabo Group Human Rights Policy to ensure respect for human rights of all stakeholders involved in the Kurabo Group’s business.

Where Does the Kurabo Group Human Rights Policy Belong?

This Human Rights Policy forms part of the foundation for the Kurabo Group’s efforts to respect human rights and is reflected in all the business activities of the Kurabo Group.

Scope of Application of this Human Rights Policy

All officers and employees of the Kurabo Group understand that they are subject to this Human Rights Policy and must understand and implement this Human Rights Policy.

The Kurabo Group encourages its customers and its business partners involved in its business activities to understand the Group’s policy and to work together to promote efforts for human rights.

System for Promoting the Human Rights Policy

The Sustainability Committee, which is chaired by the President, and its subordinate organization the Human Rights Committee play a central role in promoting efforts to respect human rights in accordance with this Human Rights Policy. Actions necessary to promote respect for human rights are discussed by the Sustainability Committee, which reports the approved actions and the status of efforts for human rights to the Board of Directors, which supervises these activities.

Compliance with International Norms and Human Rights-Related Laws and Regulations

The Kurabo Group supports the Universal Declaration of Human Rights, the OECD Guidelines for Multinational Enterprises, and the ILO Declaration on Fundamental Principles and Rights at Work, and promotes efforts to respect human rights in accordance with the United Nations' Guiding Principles on Business and Human Rights.

In addition, the Kurabo Group complies with laws and regulations on human rights in all countries and regions where it operates. In the event of any inconsistency between any law or regulation of a country or region where the Group operates and any international human rights norm, the Group makes its maximum effort to respect the international human rights norm.

Human Rights Issues That We Consider Important

The Kurabo Group considers the following human rights issues important in its business activities and takes steps in these areas.

(1) Employment opportunities and discrimination

The Kurabo Group provides fair and equal employment opportunities regardless of race, religion, nationality, age, disability, gender, sexual orientation, gender identity, thought, and so on, and does not engage in discrimination based on any of these attributes.

(2) Forced labor and child labor

The Kurabo Group does not allow forced or child labor.

(3) Wages and working hours

The Kurabo Group complies with laws and regulations on wages and working hours and appropriately manages its employees' wages and working hours.

(4) Industrial safety and health

The Kurabo Group complies with laws and regulations on industrial safety and health. In addition, the Kurabo Group strives to prevent accidents and disasters, create safe and hygienic workplace environments, and ensure the physical and mental health of its employees and the like.

(5) Harassment

The Kurabo Group respects the dignity and personality of individuals and does not allow any kind of harassment.

(6) Personal information

The Kurabo Group complies with laws and regulations on the protection of personal information and related guidelines. The Kurabo Group appropriately provides the necessary management of personal information.

(7) Respect for freedom of association and collective bargaining rights

The Kurabo Group guarantees its employees' right to organize and allows them to exercise their collective bargaining rights, regardless of whether or not labor unions exist.

(8) Foreign workers

The Kurabo Group understands the vulnerability of foreign workers' status, and respects their human rights and their internationally recognized rights related to labor.

Conducting human rights due diligence

The Kurabo Group strives to remedy human rights issues by building a system for human rights due diligence and by valuing dialogue with stakeholders.

If any business activity of the Kurabo Group is found to have caused any negative impact on human rights, the Group will take the appropriate relief measures and will strive to remedy the matter and prevent its recurrence.

The Group will also strive to put in place a process accessible to related persons who are affected.

Understanding, Promoting, and Spreading the Human Rights Policy

The Kurabo Group will provide appropriate education to all officers and employees to ensure that this Human Rights Policy will spread over all business activities of the Group.

The Group will also ensure that this Human Rights Policy is known to all of its business partners and their related parties.

Information Disclosure

Through its website and other media, the Kurabo Group discloses its efforts made under this Human Rights Policy.

Revision and Improvement of the Human Rights Policy

In order to respect the human rights of all stakeholders involved in its business, the Kurabo Group will continuously revise and improve this Human Rights Policy by seeking advice from external professionals.

This Human Rights Policy has been approved by the Board of Directors of Kurabo Industries Ltd. and has been signed by its President, Shinji Nishigaki.

April 1, 2025
Kurabo Industries Ltd.

Shinji Nishigaki, President