

## Sankyo Tateyama Group Human Rights Policy

### (1) Positioning

The management philosophy of the Sankyo Tateyama Group (our “Group”), “Based on cooperation encompassing clients, local communities and employees, we create new value and contribute to realizing a world of well-being by giving customers delight and satisfaction,” serves as the foundation for all decisions and actions of our Group.

The essence of our business activities lies in the spirit of collaboration with “our customers, local communities, and employees.” To “create new value and contribute to the realization of a prosperous life through the provision of joy and satisfaction to our customers” in accordance with this spirit of collaboration, it is essential that the human rights of all individuals involved in our Group’s business are respected.

The Sankyo Tateyama Group Human Rights Policy (this “Policy”) illustrates the basic concept of respect for human rights based on our management philosophy. We will continue to work towards ensuring that this Policy is implemented throughout all of our business activities.

### (2) Scope of Application and Stipulation of Expectations

This Policy applies to all directors and employees of the Sankyo Tateyama Group. Furthermore, we will seek the understanding of and support for this Policy from our business partners, including those involved in Sankyo Tateyama’s business and its provision of products and services.

### (3) Expression of Our Commitment to Respect Internationally Recognized Human Rights

This Policy is formulated based on the “United Nations Guiding Principles on Business and Human Rights.” We also support and respect international human rights standards, such as the “International Bill of Human Rights,” which sets forth the fundamental human rights of all people worldwide, and the “ILO Declaration on Fundamental Principles and Rights at Work,” which stipulates basic labor rights.

### (4) Relationship Between the Responsibility to Respect Human Rights and Compliance with Laws and Regulations

The Sankyo Tateyama Group complies with the laws and regulations applicable in each country and region where it conducts its business activities. Additionally, if there is a conflict between the laws of a country or region and internationally recognized human rights standards, we will pursue ways to respect the principles of internationally recognized human rights while complying with local laws.

#### (5) Key Issues Within Our Business

##### Prohibition of Forced and Child Labor:

We respect the fundamental human rights of individuals and do not tolerate any form of forced or child labor.

##### Non-Discrimination:

We do not engage in discrimination based on race, nationality, religion, gender, age, disability, sexual orientation, gender identity, etc.

##### Strengthening Relationships with Business Partners Based on Respect for Human Rights:

We strengthen our relationships with business partners, including suppliers, based on respect for human rights and ensure the respect of human rights for all parties involved. Additionally, we work to prevent harassment of Sankyo Tateyama Group directors and employees by external parties.

##### Ensuring Employee Safety and Health:

We are committed to advancing initiatives to ensure the safety and health of our employees, while also implementing appropriate measures to address harassment both within and outside our Group, striving to create a safe and comfortable work environment.

##### Proper Management of Working Hours:

We strive to manage appropriate working hours and provide a healthy and conducive working environment for our employees.

##### Prevention of Environmental Pollution and Accidents:

We assess environmental risks, implement appropriate measures, and strive to prevent environmental pollution and accidents to avoid causing damage to the health and livelihoods of local residents.

##### Product Safety and Quality:

We conduct strict quality control and safety evaluations of our products to provide products that our customers can use with confidence.

## (6) Methods for Implementing Respect for Human Rights Initiatives

### 1. Human Rights Due Diligence:

The Sankyo Tateyama Group, based on the “United Nations Guiding Principles on Business and Human Rights,” will conduct human rights due diligence as we identify potential adverse impacts on human rights related to our business and prioritize addressing the key issues. We will continuously work to prevent and mitigate these adverse impacts.

### 2. Remediation and Remedy:

Where the Sankyo Tateyama Group identifies that it has caused or contributed to adverse impacts on human rights, we will take appropriate measures to remediate these impacts.

Where our operations, products or services are directly linked to adverse human rights impacts, we will use our leverage to ensure that business enterprises that have caused or contributed to such adverse impacts make efforts to remediate the situation.

### 3. Education:

The Sankyo Tateyama Group will provide appropriate education and training to all directors and employees, and incorporate this Policy into necessary procedures to ensure that it is embedded throughout our corporate activities. We will also work to promote understanding among our business partners, including suppliers, through opportunities such as business briefings.

### 4. Governance (Structure and Responsibilities):

The Sustainability Policy Committee, established under the supervision of the Board of Directors, will promote initiatives related to respect for human rights in accordance with this Policy. We will also continuously review this Policy, including the key issues.

This Policy was approved by the Board of Directors on March 28, 2025.

Established March 2025  
Sankyo Tateyama, Inc.