

## Our Human Rights Policy

In accordance with the core principles of international human rights, Ogawa & Co., Ltd. and its group companies understand that we must respect the human rights of all people that we may impact in the course of our continuing business activities and will use our best efforts to protect the dignity of all stakeholders.

### 1. Scope

In accordance with the core principles of international human rights, all officers and employees of Ogawa & Co., Ltd. and its group companies (hereinafter “We” or “we”) endeavor to keep away from discrimination and human rights violation throughout our products, services, and business activities while also requesting that our suppliers and business partners respect human rights based on the core principles and ensure non-violation.

### 2. Respect for human rights

We will respect human rights in all aspects of our corporate activities and contribute to achieving a sustainable society.

### 3. Prohibition of forced labor and child labor

We prohibit all forms of forced labor and child labor and will work toward the correction or eradication of labor practices that violate human rights. We also do not tolerate any form of modern slaves, including human trafficking.

### 4. Respect for diversity

We respect diversity in the people we work with; we do not tolerate any discrimination or harassment based on their ethnicity, nationality, religion, belief, academic background, gender, age, social status, place of origin, illness, disability, or sexual orientation. Opportunities should always be equal, and we will fairly provide employment, assignment, assessment, remuneration, and promotion based on the individual’s abilities, behavior, and achievements.

### 5. Labor safety and sanitation

We provide a workplace environment that ensures safety and sanitation and work on maintaining this condition through compliance with laws, regulations, and in-house rules regarding safety and sanitation and taking appropriate measures against health risks. We will also ensure disaster preparedness to protect employees from disasters.

### 6. Working conditions

We will work on compliance with applicable laws and regulations on wage, working hours, overtime work hours, and welfare and benefits that are applied in the countries and regions where we conduct business activities. We will also work on reducing excessive working hours beyond legal requirements.

#### 7. Employee training and support for competence development

We encourage self-education and development of skills and knowledge for and related to the individual employee's abilities and creativity. We set up educational and training opportunities and support employees' participation in seminars and educational courses to further their learning.

#### 8. Respect for freedom of association and exercise of collective bargaining rights

We respect the rights to organize a labor union and the rights to select whether or not to participate in such union based on the individual employee's decision and accept the effective exercise of collective bargaining rights. Each company will attend to negotiations in good faith through constructive dialogues with the representative.

#### 9. Initiatives and systems for respecting human rights

We will build systems to implement practical and effective measures by establishing a proper reporting contact for preventing violation of human rights. In the event of any negative impact on human rights caused through our business activities, we will appropriately respond to such situations by fairly and equally conducting remedial measures to resolve such impact.

#### 10. Goals

We will annually monitor the progress toward attaining the following targets for 2026:

- Zero serious work-related disasters and accidents
- Maintaining 70% or higher rate of paid leave entitlement usage
- 20% or higher rate of female managerial roles
- 50% or higher rate of paternity leave usage
- Retention of 90% or higher rate of employees receiving regular assessment of their abilities and behavior

#### 11. Policy management and review

The promotion of this Policy is approved by the Board of Directors, including the President, and the officer in charge of General Affairs and Personnel ensures that the Policy is communicated to all officers, employees, and external stakeholders and actively promotes human rights awareness-raising activities. This Policy will be reviewed at least once in every three years.

Established on October 28, 2024