

# Uchida Yoko Group Human Rights Policy

The Uchida Yoko Group upholds the corporate philosophy: “Through the creation of environments conducive to innovation and creativity, we play our part in building a better world for all and helping to deliver industrial prosperity and happiness for our employees.” Based on this philosophy, and with the aim of contributing to social value through the services we provide to our customers, we recognize that the human rights of all individuals affected by the business activities of the Uchida Yoko Group must be respected. We hereby declare our commitment to fulfilling our responsibility to respect human rights.

## 1. Fundamental Approach to Human Rights

The Uchida Yoko Group supports and respects the human rights outlined in the United Nations “International Bill of Human Rights” (comprising the “Universal Declaration of Human Rights,” the “International Covenant on Civil and Political Rights,” and the “International Covenant on Economic, Social and Cultural Rights”) as well as in international instruments such as the International Labour Organization (ILO) “Declaration on Fundamental Principles and Rights at Work” and the “Convention on the Rights of the Child”.

In addition, the Group supports the United Nations “Guiding Principles on Business and Human Rights” and the “Children’s Rights and Business Principles,” and promotes business activities in accordance with these principles.

This Policy is based on the “Uchida Yoko Group Corporate Philosophy” and the “Uchida Yoko Group Code of Conduct,” and it represents our commitment to respecting human rights.

## 2. Scope of Application

This Policy applies to all officers and employees of the Uchida Yoko Group.

In addition, we encourage and expect all business partners and stakeholders involved in the Group’s business activities, products, or services to support this Policy and respect human rights in line with it.

## 3. Applicable Laws and Regulations

The Uchida Yoko Group complies with the laws and regulations of each country and region in which it conducts business activities. In the event of any conflict between internationally recognized human rights and the laws of a country, we will seek ways to respect internationally recognized human rights principles to the fullest extent possible.

## 4. Human Rights Due Diligence

The Uchida Yoko Group will establish and implement a human rights due diligence framework to identify adverse impacts on the human rights of stakeholders and to prevent and mitigate such impacts.

## 5. Education and Training

The Uchida Yoko Group will continuously provide appropriate education and training to officers, employees, and business partners to ensure that this Policy is integrated into all business activities and properly implemented.

## 6. Remedy and Corrective Action

If it is revealed that the Uchida Yoko Group has caused or been involved in adverse human rights impacts, we will strive to provide remedy and take corrective action through appropriate measures.

7. **Disclosure and Accountability**

The Uchida Yoko Group will appropriately disclose information regarding its efforts to respect human rights under this Policy through its website, CSR reports, and other relevant communications.

8. **Governance Structure and Responsibility**

This Policy was formulated following discussions by the Management Committee and approved by resolution of the Board of Directors. The Board of Directors also oversees compliance with this Policy and monitors the progress of its implementation.

Established in March 2026  
Uchida Yoko Co., Ltd.  
President and Chief Executive Officer  
Noboru Okubo