

Human Rights Policy

1. Basic Policy

The G-TEKT Group respects human dignity and fundamental human rights as the foundation of its business activities, and is committed to respecting the human rights of all people involved in its operations.

This Policy sets forth the Group's basic approach and guidelines regarding respect for human rights. It is implemented in accordance with applicable laws and internal regulations in each country and region and is not intended to replace or override them.

The Group strives to achieve sustainable growth and enhance its medium- to long-term corporate value through its human rights initiatives.

2. Respect for International Standards and Compliance with Laws

The Group supports the International Bill of Human Rights and the ILO Declaration on Fundamental Principles and Rights at Work, and conducts its business activities in accordance with the UN Guiding Principles on Business and Human Rights (UNGPs).

The Group complies with applicable laws and regulations in the countries and regions where it operates. Where local laws and internationally recognized human rights standards differ, the Group will respect local laws while striving to honor internationally recognized human rights to the greatest extent possible.

3. Scope of Application

This Policy applies to all officers and employees of the G-TEKT Group (G-TEKT Corporation and its subsidiaries).

The Group also expects its business partners, including suppliers, to understand and support this Policy and promotes respect for human rights through contractual arrangements, dialogue, and assessments.

4. Priority Human Rights Issues

(1) Prevention of Discrimination and Respect for Diversity

The Group does not tolerate unfair discrimination based on race, color, ethnicity, religion, sex, gender, gender identity, sexual orientation, pregnancy, nationality, ancestry, age, disability, or other protected characteristics, and is committed to providing equal opportunities and

respecting diversity. This applies to all terms and conditions of employment, including, but not limited to, hiring, placement, promotion, demotion, termination, layoff, transfer, leaves of absence, compensation, and training.

(2) Prevention of Forced Labor and Child Labor

The Group is committed to preventing all forms of forced labor and child labor, and otherwise will comply with applicable child labor laws. The Group uses its best efforts (including continual due diligence) to prohibit the use in its supply chain of materials produced using forced and/or child labor, including by incorporating contractual provisions in its supply contracts to prevent such use.

(3) Safe and Healthy Working Environment

The Group is committed to providing a safe and healthy working environment, including ensuring occupational health and safety and preventing harassment.

(4) Freedom of Association and Labor-Management Dialogue

The Group respects freedom of association and the right to collective bargaining, in accordance with applicable laws and local practices, and promotes good faith dialogue between labor and management.

5. Human Rights Due Diligence

The Group conducts ongoing human rights due diligence in accordance with the UNGPs.

This process consists of:

- Identification and assessment of human rights risks
- Prioritization based on severity
- Implementation of measures to prevent or mitigate impacts
- Monitoring effectiveness and continuous improvement

The Group screens and audits its suppliers for forced and/child labor risks and requires its suppliers to respect internationally recognized human rights throughout their supply chains as well.

6. Remedy and Grievance Mechanisms

Where the Group is found to have caused or contributed to adverse human rights impacts, it will take appropriate corrective actions.

The Group also establishes reporting and consultation mechanisms accessible to employees and stakeholders, and handles grievances appropriately while ensuring that no retaliation occurs against those who raise concerns in good faith.

7. Engagement with Stakeholders

The Group identifies human rights issues through dialogue with employees, suppliers, local communities, and other stakeholders, and works to improve its responses.

8. Education and Awareness

The Group promotes education and awareness activities to ensure understanding and implementation of this Policy among its officers and employees.

9. Governance and Management

The implementation of this Policy is managed under the responsibility of the Compliance Officer, and the status is reported to senior management and the Board of Directors.

10. Disclosure and Continuous Improvement

The Group appropriately discloses its human rights initiatives through integrated reports and other communication channels.

The Policy and related initiatives are continuously reviewed and improved.

Revised: September 24, 2026

G-TEKT CORPORATION

Naohiro Takao

President and CEO

Appendix: Priority Human Rights Issues

The Group identifies the following areas as priority human rights issues based on the human rights impacts associated with its business activities, and addresses them on a priority basis. These issues are reviewed periodically based on the results of human rights due diligence and other considerations.

(1) Prevention of Discrimination and Respect for Diversity

The Group does not tolerate unlawful discrimination based on race, color, ethnicity, religion, sex, gender, gender identity, sexual orientation, nationality, ancestry, age, disability, or other protected characteristics. It respects diverse values and promotes an environment where all individuals can perform fairly.

(2) Prevention of Forced Labor and Child Labor

The Group prohibits all forms of forced labor and child labor and is committed to preventing them.

(3) Safe and Healthy Working Environment

In addition to complying with applicable labor laws, the Group is committed to ensuring a safe and healthy work environment, including the prevention of harassment.

(4) Freedom of Association and Labor-Management Dialogue

The Group respects freedom of association and the right to collective bargaining, in accordance with applicable laws and local practices, and promotes good faith labor-management dialogue.