

## OMRON Human Rights Policy

The OMRON Group, consisting of OMRON Corporation and its subsidiaries (hereinafter referred to as "OMRON"), will fulfill its responsibility as a business entity to respect human rights, based on its corporate philosophy. To this end, we hereby establish the "OMRON Human Rights Policy" (hereinafter referred to as "this Policy") and will constantly strive to conduct its management and actions in harmony with the international community.

### Scope of Application of the Human Rights Policy

OMRON applies this Policy to all its officers and employees. We also expect our business partners, including suppliers and distributors, to understand and support the content of this Policy, and we will continue to work to ensure this Policy is respected.

### Commitment to Respecting Human Rights

OMRON declares that it will conduct human rights due diligence in accordance with the United Nations Guiding Principles on Business and Human Rights, and will avoid causing or contributing to any adverse impacts on human rights within its value chain, and, even if it is not contributing to such impacts, will endeavor to prevent or mitigate any adverse human rights impacts that are directly linked to OMRON's business, products, or services through its business relationships.

To fulfill the above commitments, OMRON supports international norms and principles on human rights, including the OECD Guidelines for Multinational Enterprises and the ten principles of the United Nations Global Compact, which OMRON signed in October 2008, and is committed to respecting human rights. Furthermore, OMRON respects the human rights expressed in the International Bill of Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, and other relevant international instruments. OMRON seeks ways to honor the above human rights principles based on compliance with the laws and regulations of the countries and regions where it conducts business activities, when the requirements of the laws and regulations of each country or region differ from the internationally recognized principles of human rights, or when faced with conflicting requirements.

### Human Rights Issues That OMRON Considers Important

OMRON has identified the following human rights issues as priorities for focused attention within its business processes, including development, procurement, manufacturing, logistics, and sales, and will address them through appropriate procedures. These human rights issues will be reviewed periodically based on the results of human rights impact assessments conducted through ongoing human rights due diligence implemented in accordance with this Policy.

## **1. Discrimination and Other Unfair Treatment**

OMRON prohibits and will not tolerate any form of discrimination, harassment, or other unfair treatment based on ethnicity or nationality, citizenship, place of origin, race, color, creed, religion, family background, marital status, gender, sexual orientation, gender identity, gender expression, disability, age, pregnancy, political affiliation, union membership, social status, veteran status, protected genetic information, or any other grounds protected by local laws or regulations.

## **2. Forced Labor and Child Labor**

OMRON tolerates neither any form of forced labor, including but not limited to bonded (including debt bondage) or indentured labor, involuntary or exploitative prison labor, slavery or trafficking of persons, nor any form of child labor.

## **3. Freedom of Association**

OMRON respects the rights of freedom of association and collective bargaining, among others, in accordance with the laws and regulations of the countries and regions where it conducts business activities. To promote and maintain constructive relationships in the workplace, OMRON provides workers with the necessary information and engages in sincere consultation and exchange of opinions.

## **4. Harassment**

OMRON does not tolerate any unpleasant or inhumane acts toward workers, including violence, gender-based violence, sexual harassment, sexual abuse, corporal punishment, mental or physical coercion, bullying, public humiliation, or verbal abuse.

## **5. Occupational Safety and Health**

OMRON is committed to creating a safe and healthy work environment that allows people working in each workplace to perform to their full potential.

## **6. Responsible Mineral Sourcing**

OMRON will continue to strengthen its due diligence activities on the source and chain of custody of the tantalum, tin, tungsten, gold, and cobalt, etc. in the products it manufactures to reasonably assure that they are sourced in a way consistent with the Organization for Economic Co-operation and Development (OECD) Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas or an equivalent and recognized due diligence framework. This ensures that such minerals do not benefit or finance armed groups or other actors committing serious human rights abuses in the Conflict-Affected and High-Risk Areas.

## **7. Privacy and Personal Information**

OMRON consistently respects the privacy of each individual and handles personal information with utmost care. We comply with the laws and regulations of countries and regions concerning personal information protection and do not tolerate leaks or attempts to unnecessarily obtain information.

## **8. Ethical Use of Technology**

OMRON will understand, identify, and assess the impact of technologies such as Artificial Intelligence, robotics, and Internet of Things on human rights within OMRON's value chain, and will develop and utilize these technologies appropriately to prevent issues such as discrimination, privacy violations, and intellectual property infringements.

### **Governance for Fulfilling the Responsibility to Respect Human Rights**

OMRON will establish a system where management and operational staff work together to fulfill its responsibility to respect human rights globally. Within this responsibility framework, which encompasses the entire value chain, the Head of Global Human Resources and Administration, the Head of Global Procurement, Quality and Logistics, and the heads of each business unit, all authorized by the President and CEO, will take responsibility for promoting human rights respect within their respective areas. Key decisions regarding the company's commitment to respecting human rights are made by the Board of Directors. The President and CEO reports to the Board on the implementation status of these decisions, and the Board monitors and oversees the execution.

### **Human Rights Due Diligence**

To fulfill its responsibility to respect human rights, OMRON will conduct human rights due diligence in accordance with this Policy. OMRON will assess the human rights impacts arising from its own activities and, for any identified adverse impacts, will take measures to prevent them from occurring, and, if they do occur, will take appropriate action. Furthermore, OMRON will strive to prevent or mitigate adverse human rights impacts linked to its business, products, or services by its business relationships.

### **Remediation**

OMRON will address through appropriate procedures any adverse human rights impacts that are found to have been caused or contributed to by OMRON's business activities. Furthermore, if any of OMRON's business partners are found to be adversely impacting the human rights of stakeholders in connection with OMRON's business activities in its value chain, OMRON will strive to cooperate with business partners toward corrective action through ongoing dialogue.

### **Stakeholder Engagement**

OMRON will advance the initiatives outlined in this Policy through dialogue and consultation with various internal and external stakeholders, including individuals and groups adversely affected by human rights impacts, their legitimate representatives, and human rights defenders.

### **Information Disclosure**

OMRON aims to achieve fair and transparent management practices. While giving full consideration to affected individuals, groups, and stakeholders such as investors, as well as to commercial confidentiality, we will periodically report the results and progress of our human rights due diligence.

### **Dissemination and Education**

OMRON will implement appropriate education and training programs to ensure all OMRON officers and employees understand this Policy. Furthermore, OMRON will also conduct activities to promote understanding of this Policy among its business partners, such as suppliers and distributors.

### **Formulation and Review Process of the Human Rights Policy**

OMRON Corporation has adopted this Policy through a resolution by its Board of Directors. We will periodically review the policy content and revise it as necessary to address human rights issues that evolve in response to social trends and business environments.

Established: March 1, 2022

Revised: April 1, 2026

A handwritten signature in black ink that reads "Junta Tsujinaga". The signature is written in a cursive, slightly slanted style.

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Junta Tsujinaga  
President and CEO  
OMRON Corporation