



Vertex Group Human Rights Policy

The Vertex Group (meaning Vertex Corporation and its group companies, hereinafter referred to as the "Group") is committed to realizing its purpose:

"We offer a new form for security for the future of people worldwide with our unique ideas and one-of-a-kind technologies."

The Group places importance on "contributing to society" and "the happiness of our employees" as key objectives of its management. Through our business activities, we provide value to society while also valuing an environment in which every individual working within the Group is respected and can fully demonstrate their abilities in a safe, healthy, and comfortable workplace.

Through the manufacture of various products, including precast concrete products and slope disaster prevention products, as well as through infrastructure-related businesses concerning national resilience and disaster prevention and mitigation, the Group contributes to the development of social infrastructure that supports the safety, security, and well-being of people's lives and local communities.

The Group believes that respecting human rights in all aspects of its business activities is indispensable for achieving both a sustainable society and the Group's sustainable growth. Based on this recognition, the Group establishes this Policy and promotes initiatives to respect human rights.

I. Basic Approach

1. Positioning and Scope of Application

This Policy applies to all officers and employees of the Group, including full-time employees, contract employees, temporary agency workers, part-time employees, interns, and trainees.

The Group also expects suppliers, partner companies, logistics providers, construction partners, and other business partners to undertake human rights initiatives based on this Policy, and seeks their understanding and cooperation in putting them into practice.

2. Respect for International Standards

The Group supports and respects internationally recognized human rights, including those set out in the

International Bill of Human Rights and the ILO Declaration on Fundamental Principles and Rights at Work, and fulfills its responsibility to respect human rights in accordance with the United Nations Guiding Principles on Business and Human Rights and the OECD Guidelines for Multinational Enterprises. The Group complies with the laws and regulations of the countries and regions in which it operates. Where there are differences between local laws and internationally recognized human rights standards, the Group will seek ways to honor the principles of internationally recognized human rights and endeavor to take appropriate action.

In addition, the Group will advance specific initiatives, including human rights due diligence, in accordance with the Japanese government's "Guidelines on Respecting Human Rights in Responsible Supply Chains."

3. Basic Principles Regarding Respect for Human Rights

The Group respects the dignity of all people and does not tolerate discrimination, harassment, forced labor, child labor, or any other human rights abuses.

The Group considers respect for human rights to extend beyond mere legal compliance. It includes creating an environment in which people can work safely, with peace of mind, and with a sense of fulfillment, while fully demonstrating their abilities.

II. Priority Initiatives

4. Priority Human Rights Issues

Taking into account the human rights risks identified and assessed through its human rights due diligence, the Group will focus on the following six issues. The Group will address these issues through the initiatives set out in Sections 5 through 8, working to prevent, mitigate, remedy, and continuously improve its response. Specific priority issues and measures will be reviewed periodically based on regular assessments.

(1) Safe and Healthy Working Environments

The Group strives to ensure occupational health and safety and prevent disasters and accidents in all workplaces, including factories, manufacturing sites, and construction-related work sites.

The Group will also continuously improve working environments through safety education, establishment of rules, facility improvements, and the sharing of near-miss incidents.

(2) Job Satisfaction and the Ability to Perform

The Group strives to ensure appropriate working-hour management, adequate rest and leave, fair treatment, and the maintenance of physical and mental health. The Group will promote workplace environments in which each individual can demonstrate their abilities while experiencing both ease of work and job satisfaction.

(3) Diversity and Inclusion

The Group respects the individuality and values of diverse personnel and promotes workplaces in which all people—including women, younger employees, older persons, persons with disabilities, and foreign nationals—can thrive.

(4) Prohibition of Discrimination and Harassment

The Group does not tolerate discrimination based on race, ethnicity, nationality, origin, gender, gender identity, sexual orientation, age, disability, religion or beliefs, social status, employment status, or any other attribute.

The Group also does not tolerate sexual harassment, power harassment, maternity harassment, or any other conduct that harms the dignity of individuals.

(5) Prohibition of Forced Labor and Child Labor

The Group does not tolerate any form of forced labor, human trafficking, or child labor.

The Group will work to prevent such practices not only within its own operations but also throughout its supply chain.

(6) Respect for Freedom of Association and the Right to Collective Bargaining

The Group respects workers' freedom of association and right to collective bargaining, and endeavors to engage in sincere dialogue.

5. Respect for Human Rights in the Supply Chain

The Group recognizes that respect for human rights—including the priority issues set out in Section 4—is important throughout the entire supply chain, including raw-material procurement, manufacturing, logistics, construction, maintenance, and related activities.

Accordingly, the Group will work in cooperation with suppliers and partner companies to promote initiatives relating to respect for human rights, occupational health and safety, fair working conditions,

and the prevention of discrimination and harassment. The specific implementation of human rights due diligence is set out in Section 6.

6. Human Rights Due Diligence and Remedy

With respect to human rights risks, including those relating to the Group's priority issues, the Group will establish and operate a human rights due diligence framework. Through this framework, the Group will work to identify, prevent, mitigate, and remedy adverse human rights impacts in its business activities and supply chain.

The Group will also maintain channels—accessible to all people, including foreign national employees, in a form they can understand—through which employees, business partners, and others, including workers at partner companies and suppliers, can seek advice or report concerns with confidence. The Group will thoroughly protect those who make reports or seek consultation.

III. Implementation and Disclosure

7. Education, Awareness-Raising, and Stakeholder Engagement

To enhance the effectiveness of this Policy and its priority issues, the Group will systematically provide education on respect for human rights to its officers and employees, and will promote understanding and implementation throughout the organization.

The Group will review this Policy as necessary in light of social developments, stakeholder expectations, trends in relevant laws and regulations, and international standards.

Furthermore, through constructive dialogue with employees, local communities, investors, customers, suppliers, and other stakeholders, the Group will endeavor to continuously improve its human rights initiatives.

8. Governance and Disclosure

This Policy and its priority issues will be appropriately implemented under the oversight of the Board of Directors.

In addition, the Sustainability Committee, chaired by the President, will establish response policies for human rights initiatives based on this Policy and promote specific measures. The Group will endeavor to

appropriately disclose the status of its human rights initiatives through its website, integrated reports, and other channels.

This Policy was formulated with the support of human rights experts and approved by the Board of Directors of Vertex Corporation.

October 15, 2026

Vertex Corporation

Yuzuru Yamamoto

Representative Director and President