

The ALPS ALPINE Group's Human Rights Policy

ALPS ALPINE CO., LTD., and its group companies (hereinafter Alps Alpine) have stipulated the Alps Alpine Group's Code of Conduct based on our corporate philosophy and the five Management Approaches, and we are asking our officers and employees to put the philosophy and management stances into practice.

Respect for human rights is the value that constitutes these foundations, and Alps Alpine is carrying out its responsibilities for the human rights of all of its stakeholders by regarding the respect for human rights as a value that is essential in all business activities.

1. Scope of application

This policy applies to all of Alps Alpine's officers and employees (including non-regular employees). In addition, we expect all of the suppliers and business partners that are involved in Alps Alpines business activities to understand and support this policy, and we expect that they will respect human rights and take the initiative to prevent the violation of human rights.

2. Respect for international standards

Alps Alpine respects the international human rights standards below and will strive to reflect those standards in its business activities based on the intent of those standards. In addition to international human rights standards, Alps Alpine will also sincerely comply with the laws and regulations of each country and region in which Alps Alpine expands its business.

- The Universal Declaration of Human Rights (United Nations)
- The ILO Declaration on Fundamental Principles and Rights at Work (International Labour Organization)
- The Guiding Principles on Business and Human Rights (United Nations)
- The OECD Guidelines for Multinational Enterprises on Responsible Business Conduct
- Other internationally recognized human rights declarations

3. Important issues

Alps Alpine will consider the human rights risks that are characteristic of the electronic device industry and address the items below as important issues. These issues have been identified based on human rights risk assessment conducted by our company.

- Occupational Health and Safety
- Harassment
- Long working hours
- Respect for privacy and protection of personal information

4. Governance Structure

Alps Alpine will have the executive officer in charge of human resources as the person responsible, and the Human Resources team will play the main role in promoting initiatives for the respect of

human rights. The results of that promotion will be reported to the board of directors through the Sustainability Committee. At the end of the fiscal year, a management review will be conducted, the status of implementation of this policy and the effectiveness of that implementation will be assessed, and we will strive for continuous improvement based on those results. Through such a mechanism, we will endeavor to improve the effectiveness of respect for human rights in the entire value chain.

5. Human rights due diligence

Alps Alpine will build a mechanism for human rights due diligence and continuously implement that mechanism based on the United Nations' Guiding Principles on Business and Human Rights. We will identify and assess the negative effects on human rights that have a possibility of becoming involved or that arise through our company's and our group companies' business activities and transaction relationships and strive to prevent or mitigate those effects.

6. Access to remedy

Alps Alpine has established a whistleblowing system that is intended for group employees inside and outside Japan and that thoroughly ensures whistleblowers' confidentiality and prohibits disadvantageous handling. We have also established a consultation office that accepts complaints from a wide range of stakeholders, including the supply chain, and if a negative effect on human rights is revealed, we will take the initiative for correction and relief through the appropriate procedures.

7. Education and awareness raising

For all officers and employees (including non-regular employees), Alps Alpine will conduct appropriate education and awareness-raising activities for the purpose of promoting understanding and implementation of human rights policies.

8. Dialogues with stakeholders

Through continuous dialogues and discussions with relevant stakeholders, Alps Alpine will sincerely address human right issues and strive for improvement and resolution.

9. Information disclosure

Alps Alpine will regularly and appropriately disclose, through our website and integrated reports, information about the progress and results of initiatives related to respect for human rights, and we will strive to ensure transparency.

10. Review of the policy

Alps Alpine will continuously improve the human rights policy and improve it when necessary, based on changes of social trends and related laws and regulations.

A handwritten signature in black ink, appearing to read 'Junji Kobayashi', is positioned above the printed name.

Junji Kobayashi
Chief Strategy Officer, HR
ALPS ALPINE CO., LTD.

Date of establishment: October 1, 2025