

Ryobi Group Human Rights Policy

1. Basic Approach

The Ryobi Group (hereinafter, “Ryobi”) recognizes respect for the human rights of all people as an important management issue in every aspect of its business activities. This approach is based on one of the elements of its corporate philosophy known as the Management Mission: “Value the trust and goodwill of society, and strive to become a strong, dynamic organization that reflects the originality and creativity of individual employees.” We support internationally recognized human rights standards, including the Universal Declaration of Human Rights and the Guiding Principles on Business and Human Rights, and promote initiatives that respect human rights based on higher standards while complying with the laws and regulations of the countries and regions in which we conduct business.

2. Scope of Application

This policy applies to all officers and employees of Ryobi regardless of type of employment (e.g., full-time, contract, limited-term, and part-time employees). We also ask all stakeholders, including suppliers and business partners, to understand and support this policy, and expect their cooperation in respecting human rights.

3. Priority Human Rights Issues

Ryobi addresses the following priority issues related to human rights in its business activities.

Prohibition of discrimination: The Ryobi Code of Conduct states that Ryobi shall not engage in any improper behavior or discrimination based on race, beliefs, nationality, gender, sexual orientation, gender identity, age, religion, physical characteristics, wealth, place of origin, or other similar factors, and strives to maintain wholesome workplace environments.

Prohibition of harassment: Ryobi maintains a zero-tolerance approach toward all forms of harassment and responds firmly to such conduct.

Prohibition of forced labor and child labor/Responsible procurement: Ryobi does not engage in any inhumane acts or labor practices, including forced labor, child labor, and human trafficking. In addition, Ryobi does not permit such practices within its supply chain. Ryobi also recognizes that conflict minerals (minerals mined in regions that may contribute to armed conflict or human rights violations) may be directly or indirectly involved in serious human rights abuses and inhumane acts, including child labor, forced labor, and environmental destruction. Based on this recognition, Ryobi engages in responsible mineral procurement in order to avoid contributing to any inhumane acts.

Working conditions and work environment: Ryobi complies with labor-related laws and regulations, ensures safe and sanitary working environments, and guarantees fair wages, appropriate working hours, and appropriate holidays and leave.

Respect for freedom of association and collective bargaining rights: Ryobi respects its employees' freedom of association and collective bargaining rights.

Respect for diversity and promotion of inclusion: Ryobi respects individual diversity and promotes the development of an inclusive workplace environment in which individuals can utilize their unique qualities and abilities.

4. Implementation of Human Rights Due Diligence

Based on the Guiding Principles on Business and Human Rights, Ryobi continuously works to identify, prevent, mitigate, and remedy adverse human rights impacts in its business activities and throughout its supply chain.

5. Remedial Measures

If it becomes clear that Ryobi's business activities have caused or contributed to adverse human rights impacts, Ryobi will seek to remedy such impacts through appropriate procedures based on international standards. Ryobi establishes grievance mechanisms for receiving reports and complaints concerning human rights and strives to make them accessible to relevant parties.

6. Education and Training

Ryobi will continuously provide appropriate education and training to ensure that this policy is fully understood and effectively implemented by all officers and employees.

7. Dialogue and Information Disclosure

When advancing initiatives related to respect for human rights, Ryobi places importance on dialogue with stakeholders and appropriately discloses the progress and results of these initiatives through its website and other such means.

Established on March 25, 2026

RYOBI LIMITED