

OMRON Group Modern Slavery Act Statement for FY2025

This OMRON Group Modern Slavery Act Statement for FY2025 ("Statement") is made to fulfill reporting obligations based on the UK Modern Slavery Act 2015 and the Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act (S.C. 2023, c.9).

The OMRON Group (as defined in this statement) strives to ensure that no infringement of human rights takes place in any part of our business and supply chains, and that we do not have a hand in any other party's infringement of human rights. While doing so, we recognize that slavery and human trafficking are major global issues. We are also aware that slavery and human trafficking could occur in business in the form of forced labor or child labor. The following describes OMRON's activities in our business and supply chains to prevent slavery and human trafficking for the fiscal year ended March 31, 2026 (FY2025).

1. About OMRON

OMRON Corporation and its 163 consolidated subsidiaries¹ (jointly, the "OMRON Group") employing approximately 26,000 employees² globally conduct a wide range of businesses, drawing on our proprietary core technology of sensing and control. Our business fields include industrial automation, healthcare, social infrastructure systems, electronic components, and data solutions utilizing various data obtained through these businesses. In addition, the OMRON Group operates 24 production sites³ in Japan, China, the U.S.A., Indonesia, Malaysia, Vietnam, the Netherlands, and Italy.

The OMRON Group conducts business with more than 1,900 suppliers worldwide. We strive to procure materials, processed parts, subassemblies, products, equipment, and other items in optimal locations depending on the procurement items and local business conditions. By region, suppliers in Asia (Japan, China, and Asia-Pacific) account for over 90% of procurement.

Further details regarding the OMRON Group, our business and our supply chain are available on the OMRON Global website:

<https://www.omron.com/global/en/about/corporate/outline/>

<https://www.omron.com/global/en/sustainability/procurement/policy/>

OMRON Corporation provides this statement on behalf of the multiple overseas subsidiaries subject to disclosure requirements in their respective regions.

OMRON Group companies subject to the UK Modern Slavery Act:

OMRON CORPORATION,
OMRON HEALTHCARE CO., LTD.,
OMRON EUROPE B.V.,
OMRON ELECTRONIC COMPONENTS EUROPE B.V.,
OMRON HEALTHCARE EUROPE B.V.

Companies subject to the Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act:

OMRON CORPORATION,
OMRON HEALTHCARE CO., LTD.,

¹ As of March 31, 2026.

² As of March 31, 2026.

³ As of March 31, 2026.

OMRON CANADA INC.,
OMRON HEALTHCARE INC.

2. Our policies in relation to the prevention of slavery and human trafficking

A. The OMRON Principles

The mission of the OMRON Group is "To improve lives and contribute to a better society" as stated in the OMRON Principles. The values of the OMRON Group to live up to are: "Innovation Driven by Social Needs," "Challenging Ourselves," and "Respect for All." The value "Respect for All" represents our pride in acting with integrity and our ongoing belief in human potential. The value of "Respect for All" also refers to respecting diversity, personality, and individuality, while additionally comprising the underlying values for all our activities, as we pursue fulfillment at work and a rewarding life at home and in society. The OMRON Principles are accessible via the following link:

<https://www.omron.com/global/en/about/corporate/vision/philosophy/>

B. OMRON Human Rights Policy

As of March 1, 2022, the OMRON Group had established the OMRON Human Rights Policy ("Policy"), which was revised on April 1, 2026. The Policy forms the basis for the human rights initiatives of the OMRON Group. It states that OMRON will conduct due diligence based on the UN Guiding Principles on Business and Human Rights (UNGPs) and does not tolerate forced labor, child labor, and any other practice, including slavery and human trafficking, that could cause or encourage adverse impacts on human rights. It also states that, even if OMRON is not contributing to such impacts, OMRON will endeavor to prevent or mitigate adverse human rights impacts that are directly linked to OMRON's business, products, or services through its business relationships.

The Policy is accessible via the following link:

<https://www.omron.com/global/en/sustainability/social/human-rights/>

C. OMRON Group Sustainable Conduct Policies and Rules for Ethical Conduct

We have established the "OMRON Group Sustainable Conduct Policies" and "Rules for Ethical Conduct" to stipulate our basic policies for management practices. These also include action guidelines that OMRON Group directors, officers, and employees are required to follow. The "OMRON Group Sustainable Conduct Policies" and "Rules for Ethical Conduct" clearly indicate that the OMRON Group is conscious of the fact that all human beings are born to be free and equal, and that we must respect the basic human rights of all individuals. Also specified is the prohibition of discrimination on any basis and violation of human rights in any other form. Moreover, the "OMRON Group Sustainable Conduct Policies" and "Rules for Ethical Conduct" prohibit any form of forced, compulsory, or child labor, including slavery and human trafficking. The "OMRON Group Sustainable Conduct Policies" and "Rules for Ethical Conduct" are accessible via the following link:

https://www.omron.com/global/en/assets/img/sustainability/pdf_inquiry/omron_group_sustainable_conduct_policies_rules_for_ethical_conduct_fy21.pdf

D. OMRON Group Purchasing Policies and Sustainable Procurement Guidelines

For our supply chains, we have also established the "OMRON Group Purchasing Policies" which set forth our commitment to fulfilling our corporate social responsibility by globally promoting comprehensive sustainable procurements. These cover compliance with laws and regulations and also focus on environmental preservation. For the implementation of these "OMRON Group Purchasing Policies", we have also established the "OMRON Group Sustainable Procurement Guidelines" which clearly specify that slavery and human trafficking are prohibited and should not take place in any part of our supply chain. We request that all our suppliers understand and acknowledge these "OMRON Group Sustainable Procurement Guidelines" and comply with them. The "OMRON Group Sustainable Procurement Guidelines" were established by referring to the Responsible Business Alliance ("RBA") Code of Conduct and incorporating content therein. Both the "OMRON Group Purchasing Policies" as well as the

"OMRON Group Sustainable Procurement Guidelines" are accessible via the following links:

<https://www.omron.com/global/en/about/corporate/purchase/>

https://www.omron.com/global/en/assets/file/about/purchase/purchaseguideline_en.pdf

3. Our efforts to prevent slavery and human trafficking

A. System of supervision and execution

Included in our initiatives to realize "Respecting Human Rights in the Value Chain," we promote efforts to prevent or mitigate modern slavery risks. Important matters regarding modern slavery risks are reported to the Board of Directors for monitoring and supervision. The Board includes a director in charge of human rights.

With respect to the execution framework, the Sustainability Committee, chaired by the executive officer in charge of sustainability promotion who has been delegated authority from the President and CEO, decides on group-wide policies. The Global Corporate Communications & Engagement HQ is responsible for overall management, and responsible personnel are assigned for each issue as follows: The Senior General Manager of the Global Human Resources and Administration HQ, the Senior General Manager of the Global Procurement, Quality and Logistics HQ, the Senior General Managers of respective business companies, the Senior General Manager of the Strategic R&D Initiative HQ, and the Senior General Manager of the Global Risk Management and Legal HQ are responsible for measures for the internal domain, supply chain domain, business strategy domain, ethical utilization of technologies including AI, and human rights redress mechanism, respectively.

Risk identification and assessment are conducted by the Sustainability Committee. This process is aligned with the Group's integrated risk management framework. We identify and assess human rights risk as one of the important risks for the Omron Group.

B. Due diligence

(i) Due diligence process

As a part of our human rights due diligence process, OMRON conducts human rights impact assessments to identify and assess actual and potential impacts on human rights, and conducts systematic, periodic review based on the results of assessments. The company-wide human rights impact assessment was conducted in FY2022. As a result, it identified that risks related to forced labor and child labor—including bonded (including debt bondage) or indentured labor, involuntary or exploitative prison labor, slavery, and trafficking of persons—could potentially occur at OMRON Group production sites and across supply chains in Japan, China, and Southeast Asia. It also indicated that potential risks could be higher for temporary and contract workers who are foreign nationals engaged in production. These issues have been consistently recognized as priority areas through annual reviews, leading to additional assessments conducted in FY2025.

OMRON has also joined the Responsible Business Alliance (RBA), the world's largest industry coalition dedicated to responsible business conduct in global supply chains. Accordingly, OMRON upholds the RBA Code of Conduct and strives to prevent forced labor and child labor in OMRON Group production sites as well as in our supply chains through due diligence that meets RBA standards. Further details regarding OMRON's human rights initiatives are accessible via the following links:

<https://www.omron.com/global/en/sustainability/social/human-rights/>

(ii) Risk assessment and measures taken

As we did in the previous fiscal year, for FY2025 we conducted risk assessments that meet RBA standards at OMRON Group production sites as well as in our supply chain and took measures, responding to risk assessment results. The details are as follows.

OMRON Group internal initiatives:

Internally, we conducted activities to analyze and correct human rights infringement risks at 22 production sites in Japan, China, Asia Pacific, Europe, and the Americas, using the Self-Assessment Questionnaire for production sites (Facility Risk SAQ) from the RBA. Of these sites, the Dalian factory in China underwent RBA's external audit in October 2025, being awarded PLATINUM recognition as was in the previous audit. An external audit by RBA was also carried out at the production site in Vietnam in November 2025. Through this audit, issues were identified, including deficiencies in the calculation method for overtime payments to employees and excessive working hours among employees of a contracted security company providing onsite services. With regard to the former issue, corrective actions were taken by paying the outstanding differences in unpaid overtime wages and correcting the calculation method. In addition, management systems were strengthened and training was provided to employees. Regarding the latter issue, corrective actions were implemented, including discussing measures to reduce working hours and strengthening the management system of the contracted company.

As one of our key challenges, we are continuously working on the protection of human rights for the employees of contractors who provide services (such as production, development, in-house logistics, security guards, meal service, cleaning, etc.) at our production sites. To address this challenge, we conducted human rights training programs and maintained whistleblower reporting systems in Japan, China, Asia Pacific, Europe, and the Americas. When contractors start working within our sites, we communicate with them about our human rights policy and human rights-related initiatives such as access to remedies open to them, which include human rights consultations and compliance hotline programs. Additionally, targeting contractors' onsite leaders, we offer them human rights training sessions so that they can share the learnings with the rest of their company employees as well. We ask onsite contractors to comply with the OMRON Group Supplier Code of Conduct, provide information related to onsite personnel, and ensure that secondary suppliers are fully aware of the Code. We require them to confirm their agreement in writing.

Initiatives in the OMRON Group supply chain:

As for our supply chains, we are working together with our suppliers to prevent the occurrence of human rights-related issues. To avoid the risk of infringing upon human rights, we implement a periodic review of our suppliers. Specifically, we conduct surveys by distributing self-assessment questionnaires (SAQs). With these, suppliers can confirm their compliance with the "OMRON Group Sustainable Procurement Guidelines," including observance of human rights and fair labor practices. Based on the results of the survey, we request that suppliers make improvements as necessary. In addition, we conduct annual assessments of critical suppliers, selected based on transaction volume and strategic importance. All other suppliers are assessed at least once every three years. In FY2025, self-assessment questionnaires were completed by 65 critical suppliers and an additional 362 suppliers.

Based on the results of impact assessments conducted in FY2022, we have designated suppliers with production bases in China and Malaysia in particular as targets of our strengthened initiatives. Specifically in FY2025, more detailed self-assessments on human rights issues including forced labor performed at 154 Chinese suppliers who had not had any self-assessments in FY2023 and FY2024, as well as a new Malaysian supplier employing foreign workers from neighboring countries, therefore posing high potential risk concerns. For these suppliers, OMRON also reviewed their disclosed information. Following a detailed review of their responses, 16 Chinese suppliers were considered to be at high-risk. We subsequently conducted individual interviews that revealed findings such as the absence of properly trained staff to provide first-aid medical assistance to injured or ill workers, and excessive working hours exceeding local legal requirements or 60 hours per week, affecting 40% or more of the workforce. We have communicated these findings to the relevant suppliers. Improvement

measures are being implemented based on corrective action plans mutually agreed upon between OMRON and each supplier.

(iii) Training

With the aim of promoting fairness, integrity, and honesty in business practices, OMRON has designated October of each year as "Corporate Ethics Month." During this month, messages from top executives regarding business ethics are delivered to employees and executives of OMRON Corporation and its subsidiaries throughout the world. Human rights training conducted in FY2025 consisted of self-education through e-learning under the theme "Business and Human Rights" for informing employees of the OMRON Human Rights Policy and issues based on the international human rights standards and disseminating them. 99.2% of OMRON Group employees undertook training to increase their understanding of respect for human rights, and contractors working on-site also participated. They were also informed of their access to grievance mechanisms, which include human rights consultations and compliance hotline programs and how to use them. These actions ensure that appropriate mechanisms can be effectively used should employees encounter such situations. After a training session, we distribute human rights questionnaires to all participants and, where necessary, promptly implement appropriate remedial measures.

As for procurement operations, the OMRON Group Management Policy stipulates, "OMRON Group companies shall fulfill their corporate social responsibility by promoting comprehensive sustainable procurement practices on a global scale, including consideration of the environment while complying with laws and regulations." This also includes the protection of human rights and the prevention of forced and compulsory labor. To set forth the procedures for implementing this policy, we have established the "OMRON Group Rules for Procurement". Currently, we are working to instill these rules across the OMRON Group by briefing each individual business division's purchasing managers and staff. To promote understanding of sustainable procurement amongst our suppliers, we have created training materials and promoted e-learning courses. In FY2025, we offered training for all direct suppliers.

(iv) Effectiveness of our actions

As mentioned above, OMRON conducts assessments using a self-assessment questionnaire that meets RBA standards for OMRON Group production sites and suppliers every year and external audits as needed. We verify the effectiveness of our actions to prevent human rights infringement by monitoring the number of conducted self-assessments and audits and reviewing the outcomes and scores generated through these processes.

Specifically, we have established key performance indicators (KPIs) aimed at achieving low- or medium-risk ratings for OMRON Group production sites through the RBA Facility Risk Self-Assessment Questionnaire (SAQ)⁴. These KPIs support a continuous risk assessment and remediation cycle, under which production sites rated as medium-risk are implementing improvement measures to move toward a low-risk rating. In FY2025, all production sites for which SAQ assessments were conducted achieved either a low-risk rating (16 sites) or a medium-risk rating (6 sites).

For suppliers, we set the number of SAQ-based risk assessments to be conducted each fiscal year at the beginning of the term and monitor progress on a quarterly basis to ensure progress toward achieving 100% completion. Over the past three fiscal years, the overall assessment completion rate has consistently exceeded 90 percent. Suppliers that do not undergo an assessment within a given fiscal year are required to complete one in the following fiscal year. We make sure risk assessments are conducted for all suppliers at least once every three years. Should any issue be discovered through risk

⁴ Facility Risk SAQ provided by the RBA evaluates risks for production sites to categorize them into high-risk, medium-risk, and low-risk ratings.

assessments, we request suppliers to take improvement measures and monitor their progress. If a supplier fails to implement the required improvement within a specified period, we would review our future business relationship with such suppliers.

Additionally, we track training participation rates for our employees, work hours of our production sites, and the number of training participants at our suppliers. The overall progress of initiatives is monitored by the Sustainability Committee and our initiatives to address sustainability issues, including forced labor, child labor, and other human rights-related issues, are reported annually to the Executive Council and the Board of Directors.

C. Remediation

For OMRON employees (including temporary and contingent workers), a whistleblowing contact point is available at each OMRON Group company in each region. This contact point enables anyone within the company to easily report human rights-related concerns such as discrimination and harassment, violations of laws, regulations, or internal rules and non-ethical conduct, or seek advice on a matter of concern. This can also be done anonymously if desired and allowed under local law.

For our supply chains, we accept reports from suppliers in all regions. Suppliers can also use the above-mentioned whistleblowing contact point to report suspected acts of impropriety or to seek advice. Reported matters are subject to confidential investigation and whistleblowers are strictly protected from any detrimental treatment. Moreover, reported issues are subject to a fair and neutral fact investigation and treated appropriately. The operational status of the whistleblower system is published on the OMRON website.

Additionally, OMRON is a regular member of the Japan Center for Engagement and Remedy on Business and Human Rights (JaCER). We accept grievances from any stakeholders, including local communities, customers, and tier 2 and subsequent suppliers, using JaCER's non-judicial platform for grievance redress. The "Whistleblowing Contact Point" and the "JaCER" respectively are accessible via the following links:

<https://www.omron.com/global/en/sustainability/compliance/>

<https://www.omron.com/global/en/sustainability/social/human-rights/>

4. Looking forward

OMRON identified "Respecting human rights in the value chain" as a material sustainability issue in our long-term vision "Shaping the Future 2030 (SF2030)" and is promoting human rights initiatives by combining all Group companies' efforts. In FY2026 as well, we will work to reduce modern slavery risks by conducting periodic assessments of negative impacts, including annual SAQ assessments and continuous external auditing by the RBA.

Material Sustainability Issues are accessible via the following links:

https://www.omron.com/global/en/sustainability/omron_csr/sustainability_management/

5. Approval and signing

This Statement was approved and signed by a director delegated by the OMRON Corporation Board of Directors, the main governing body pursuant to Section 54 of the UK Modern Slavery Act and Section 11 of the Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act. OMRON will publish this statement at least on its global website, www.omron.com, and include a link to the statement in a prominent place on that website's homepage.

"In accordance with the requirements of the Acts, and in particular section 54 of the English Law and section 11 of the Canadian Law, I attest that I have reviewed the information contained in the report for the OMRON group entities listed above. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report is true, accurate, and complete in all material respects for the purposes of the Acts, for the FY2025."

Name: Masahiko Tomita

Title: Director, Senior Managing Executive Officer, CHRO and CRO, OMRON Corporation

Date: May 25, 2026

Signature: _____

A handwritten signature in blue ink, appearing to read 'M. Tomita', is written over a horizontal line.