

## News

November 28, 2023

### **Notice Concerning Establishment of "Human Rights Policy" and Initiatives to Respect Human Rights**

The Company established its Human Rights Policy in November 2023. The Policy, which was determined through discussions at the ESG Promotion Council and reflects the advice of outside professional organizations, was established after obtaining the approval of the Board of Directors.

In accordance with the Policy, we endorse and respect the Universal Declaration of Human Rights, which are international norms on human rights, the Declaration on Fundamental Principles and Rights at Work by the International Labour Organization (ILO), the Guiding Principles on Business and Human Rights, and the Ten Principles of the United Nations Global Compact, which present the universal values on human rights, labor, the environment, and anti-corruption. We apply the Policy to all executives and employees and encourage business partners involved in our business to respect human rights as we promote our initiatives.