

# Human Rights Policy

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## 1. Commitment to respect Human Rights

Through our business, we will contribute to the realization of a society in which human rights are respected. We also ask our suppliers and business partners to respect human rights in accordance with this policy and not to infringe on them.

## 2. Respect for Human Rights and Systems

In case it becomes apparent that we have caused or contributed to negative impacts on human rights, we shall work to remedy such impacts through appropriate means. In such circumstances, we will also maintain a response desk that can be accessed by affected parties.

## 3. Emphasis on diversity and prohibition of harassment

We respect everyone as an individual and do not discriminate on the basis of gender, age, race, nationality, appearance, disability, religion, or ideological beliefs. In addition, in order to ensure that all forms of discrimination and harassment are not tolerated, we will continuously implement prevention efforts through employee training and other means.

## 4. Prohibit human trafficking, forced labor, and child labor

From the perspective of protecting fundamental human rights, we prohibit all forms of human trafficking, forced labor, as well as child labor, and conduct our business activities in compliance.

## 5. Respect for freedom of association and exercise of the right to collective bargaining

The Company will respect the right of employees to form labor unions of their own volition and to choose whether or not to participate, and will permit the effective exercise of the right to collective bargaining. The Company will engage in negotiations in good faith through constructive dialogue with its representatives.

## 6. Working Hours and Wage Management

In accordance with the Labor Standards Act and labor-management agreements, we will establish rules for appropriate working hours, rest periods, overtime, late-night work, holidays, and leaves of absence in our work rules. We also establish payroll regulations that comply with legal requirements regarding minimum wages, legal benefits and deductions, overtime, etc., and pay wages directly to employees.

## 7. Freedom of Expression and Protection of Privacy

We are also aware of the protection of freedom of expression and privacy in telecommunications, internet and social media communications, and will take the utmost care to ensure that there is no infringement thereof.

## 8. Position of the Human Rights Policy

This policy complements BUYMA corporate behavior and covers all business activities including M&A, entry into new projects, and so forth.