

## Hokuetsu Group Human Rights Policy

The Hokuetsu Group acts in line with the Hokuetsu Group Human Rights Policy (this "Policy") to ensure that the human rights of all the people involved in our business activities are respected.

### 1. Position

We have established this Policy based on the International Bill of Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, the United Nations Guiding Principles on Business and Human Rights and other relevant principles, and promote the initiatives for respecting human rights.

### 2. Scope of Application

This Policy applies to all the officers and employees of the Group. We expect all our business partners to understand and endorse this Policy. We work together with our business partners in promoting the initiatives for respecting human rights.

### 3. Compliance with Applicable Laws and Regulations

We comply with laws and regulations of the countries and regions in which we conduct business activities, and respect the standards of the United Nations and other international organizations to the fullest extent.

### 4. Human Rights Due Diligence

We have established a system for human rights due diligence including providing education and training, improving our workplace environment and systems, and managing our supply chain, in order to fulfill our responsibility for respecting human rights. We implement this system on an ongoing basis.

### 5. Remedies

We provide, or cooperate in providing, remedies if we are found to have caused or contributed to adverse impacts on human rights.

### 6. Responsibility and Structure

We have assigned a person responsible for implementing this Policy, who is in charge of supervising the compliance with this Policy and promoting initiatives for respecting human rights through our sustainability efforts and other similar activities.

### 7. Dialogue and Discussion

In promoting this Policy, we utilize human rights expertise from independent external experts and sincerely engage in discussions with our business partners. We also disclose our initiatives for respecting human rights through our website and other similar platforms.