

## SENKO Group Human Rights Policy

The SENKO Group has adopted the following mission:

As a corporate group fostering people and supporting people's lives, we contribute to achieve a genuinely productive global society by continuously challenging efforts to create new trends in terms of products and services that shift the future; centering on our physical and commercial distribution business.

Recent years have seen growth in the importance of corporate initiatives to respect human rights, and companies are called upon to work with not only their own employees, but also customers, business partners, local communities, and a range of other stakeholders to ensure that they respect human rights in their activities.

The SENKO Group has endorsed the 10 principles of the United Nations Global Compact. We respect the International Bill of Human Rights, including the Universal Declaration of Human Rights, as well as the basic rights described in the International Labour Organization (ILO) core conventions as set forth in the ILO Declaration on Fundamental Principles and Rights at Work as the minimal acceptable level of rights. We support guidelines such as the OECD Guidelines for Multinational Enterprises, the ILO Multinational Enterprises Declaration, and the United Nations Human Rights Council's Guiding Principles on Business and Human Rights, and we conduct our business activities in accordance with those principles. We also comply with all national and regional laws in the conduct of our business activities.

Consequently, we established this Human Rights Policy in March 2023 to facilitate related initiatives by clarifying the SENKO Group's approach to human rights.

This policy has been approved by the Board of Directors.

The SENKO Group strives to respect the human rights of all stakeholders involved in its business activities and to work with everyone involved with those activities, including business partners.

### Scope

This policy applies to all SENKO Group officers and employees.

In the event that a negative impact on human rights associated with business partners or other involved parties in the value chain is directly connected to the SENKO Group's businesses, products, or services, we expect those business partners to act in accordance with this policy and to respect human rights, and we will continue to work to ensure that they do so.

### Human rights issues associated with our business activities

#### ·Discrimination

We do not discriminate on the basis of nationality, race, gender, age, religion, belief, ancestry, sexual orientation, gender identity, disability, type of employment, or any other characteristic.

#### ·Harassment

We do not condone any type of harassment, whether physical or emotional in nature and including sexual harassment and power harassment.

#### ·Forced labor

We do not condone forced labor. We do not condone any type of modern slavery, including bonded labor or human trafficking.

#### ·Child labor

We do not condone child labor. We adhere to international labor standards and minimum employment ages as set forth in applicable law.

·Foreign workers

We do not condone abuse of foreign workers. We maintain an appropriate work environment.

·Occupational health and safety

We adhere to international labor standards on workplace health and safety as well as related laws, and we maintain a safe, healthy workplace environment.

·Working hours and wages

We adhere to applicable international labor standards and laws; manage employee working hours, days off, and wages in an appropriate manner; and pay wages that are appropriate in light of the work performed.

·Freedom of association and collective bargaining rights

We respect employees' freedom of association and collective bargaining rights in our labor-management relations.

Human rights due diligence

We put in place human rights due diligence mechanisms in accordance with the United Nations Guiding Principles on Business and Human Rights, and we work to identify, prevent, and ameliorate negative impacts on human rights caused or exacerbated by the SENKO Group's business activities or directly connected to the Group's businesses, products, or services, and to verify the effectiveness of those efforts on an ongoing basis.

Corrective action and relief

In the event that we discover that our business activities have caused or exacerbated a negative impact on human rights, or that our businesses, products, or services are directly linked to such an impact through business partners or other involved parties, we work to take corrective action and offer relief through appropriate means, including by working to have those business partners take corrective action.

Complaint resolution mechanisms

We work to build appropriate and effective complaint resolution mechanisms so that we can assess and address human rights issues related to our business activities in a timely manner.

Education and training

In addition to applying the approach set forth in this policy in necessary procedures so that it will take hold throughout our business activities, we offer such education and training as are necessary to ensure that all officers and employees fully understand this policy. In addition, we work to ensure that business partners and other involved parties understand it.

Information disclosure

We strive to provide regular reports and disclosures concerning human rights initiatives undertaken in accordance with this policy and their progress and to provide appropriate information so that stakeholders can understand initiatives undertaken by the SENKO Group.

Enacted in March 2023

Yasuhisa Fukuda  
President and Representative Director  
SENKO Group Holdings Co., Ltd.