

◆ **Basic Policy on Human Rights**

Established: April 27, 2023

Last Revised: April 24, 2025

The Relo Group understands that respect for human rights is a key foundation for realizing sustainable local communities. Accordingly, we support and respect international norms on human rights such as the International Bill of Human Rights, the Guiding Principles on Business and Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, and the Children's Rights and Business Principles, and carry out business operations in accordance with them.

1. Scope of Application

This policy applies to all officers and employees of the Relo Group. We desire that all of our business partners support and implement this policy and we will continually act to work together to ensure respect for human rights.

2. Compliance with Applicable Laws and Respect for Human Rights

The Relo Group complies with the laws and regulations of all countries in which it operates. In addition, the Relo Group respects human rights based on the UN Guiding Principles on Business and Human Rights, and in cases where established international human rights norms exist in addition to domestic laws, we will pursue methods to maximize respect for such international human rights principles.

(1) Prohibition of Discrimination

We will endeavor to eliminate any kind of discrimination and will not conduct any act discriminating against or removing the dignity of any individual due to their race, nationality, place of origin, gender, gender identity, sexual orientation, age, disability, faith, creed, background or other characteristic.

(2) Prohibition of Forced and Child Labor

We prohibit forced labor, bonded labor, labor involving other forms of restraint, indentured labor, prison labor, and other labor involving slavery or human trafficking. In addition, we will not allow child labor and we will observe the statutory minimum age for employment in all corporate activities.

(3) Prohibition of Harassment

We will prohibit any act that causes physical or psychological distress by means of any act or work that harms the personality or dignity of any individual, such as sexual harassment, the abuse of power or pregnancy discrimination. We will strive to ensure a workplace environment that is free of speech and behavior based on discriminatory prejudices where workers can work without stress.

(4) Occupational Safety and Health

We will comply with labor-management agreements including those pursuant to Article 36 of the Labor Standards Act and with laws and regulations in different countries and regions. We will work to reduce overtime working and control excessive labor to create a safe and healthy workplace environment.

(5) Payment of Wages Above the Minimum Wage

We will pay wages that are higher than the minimum wage set by the Minimum Wage Act or by other local laws and regulations.

(6) Respect for Collective Bargaining Rights

We respect freedom of association and collective bargaining in accordance with the International Labour Standards.

3. Human Rights Due Diligence

The Relo Group will develop, continuously implement, and improve a "Human Rights Due Diligence" mechanism to identify, prevent, mitigate, and account for adverse human rights impacts related to our business activities, services, and transactions. We will also constantly monitor the observance of the Human Rights Policy and take corrective measures as appropriate.

4. Remedy and Correction

If the Relo Group's business activities are found to have caused or contributed to adverse human rights impacts, we will work to correct them through appropriate procedures, dialogue, and consultation. Specifically, we have a whistleblowing system that enables employees to consult and report appropriately when they become aware of any violation of human rights that has occurred or may occur. We will develop a group-wide system for promptly identifying and addressing risks related to human rights while taking sufficient care to protect whistleblowers by maintaining the confidentiality of the whistleblowers and rigorously

handling the information provided by them.

5. Education and Awareness

The Relo Group will work to raise human rights awareness by providing proper education and training to all officers and employees to ensure that this policy is incorporated into all business activities and is known and followed both inside and outside the Relo Group.