

RAIZNEXT Group Human Rights Policy

We of the RAIZNEXT Group have declared our commitment to our corporate philosophy of "Respecting diversity and initiatives that seek happiness for our employees and partner companies." We hereby establish the RAIZNEXT Group Human Rights Policy to fulfill our responsibility to respect the rights of all those affected by the corporate activities of the RAIZNEXT Group.

1. Our Basic Approach to Human Rights

We respect the human rights of our business partners in our own activities and throughout the supply chain of our business.

We respect human rights as set forth in the International Bill of Human Rights and the International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work, as well as the ten principles of the UN Global Compact and the UN Guiding Principles on Business and Human Rights, and we will implement initiatives in accordance with these norms.

2. Scope of Application

This policy applies to all officers and employees of our group companies. We expect all our business partners, including our suppliers, to understand and respect this.

3. Respect for Human Rights

We recognize that all our business activities may affect the human rights of various internal and external business partners, and we are committed to not infringing on their human rights, nor encouraging infringement by our own business partners.

We will comply with the laws and regulations applicable in each country and region where we conduct our business activities. Where national laws and regulations of a country or region conflict with internationally recognized human rights, we will pursue methods that maximize respect for international human rights principles while respecting the national laws and regulations of the country or region concerned.

4. Human Rights Due Diligence

In accordance with the UN Guiding Principles on Business and Human Rights, we have established and will maintain a system (human rights due diligence) to identify and assess the human rights impacts of the Group's business activities and take steps to prevent or mitigate them. If a problem is identified, we will take appropriate action to correct it.

5. Our Focus on Human Rights Issues

We recognize and act on the following as important human rights issues.

(1) Respect for diversity and the prevention of discrimination and harassment

We accept and respect people with diverse values. We do not practice or tolerate discrimination or harassment of any kind.

(2) Creating safe and healthy workplaces

We strive to ensure the health and safety of our employees by improving their work environments.

(3) Appropriate working hour management and fair treatment

We ensure proper management of working hours and payment of wages, as well as fair treatment of employees.

(4) Respect for basic labor rights

We respect basic labor rights, including freedom of association and the right to collective bargaining.

(5) Prohibition of forced labor and child labor

We do not practice or permit any form of forced or child labor.

(6) Co-existence with local communities

We recognize the impact of our business on the local community and strive to co-live with the local community.

6. Education

We will make this policy known within the Group and provide ongoing training about it.

7. Monitoring and information disclosure

We will continuously review our compliance with this policy and make improvements as necessary, and disclose our efforts to respect human rights based on this policy, on our website and in other appropriate and timely ways.

In addition, we will engage in sincere dialogue and consultation with relevant stakeholders regarding measures to deal with human rights impacts.

October 1, 2023

RAIZNEXT Corporation

Representative Director, President Teruhiko Mouri