

# Human Rights Due Diligence Performance Report

## (Fiscal Year 2024)

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June, 2025



## Establishment of "Human Rights Policy"

Our Human Rights Policy, which is adhered to by all our officers and employees, conforms to international standards of human rights such as the International Bill of Human Rights (the Universal Declaration of Human Rights and the two Covenants), the UN Guiding Principles on Business and Human Rights, and the Ten Principles of the UN Global Compact.

## Key Points of the "Human Rights Policy"

Under the policy, we fulfill our responsibility with respect to areas that include:

- Fostering a corporate culture that allows every individual employee to maximize their potential and work with enthusiasm
- Respecting human rights through our entire value chain
- Conducting adequate training and education for all officers and employees so that they respect human rights in their business activities

## Implementation of Human Rights Due Diligence (DD)

Based on the "Human Rights Policy," we have been implementing Human Rights DD since the fiscal year 2022. The purpose of DD on human rights is to identify any negative effects that our business activities may potentially impose on human rights and endeavor to prevent its occurrence and mitigate it.

# Implementation of Human Rights DD and Status of Risks

その一歩で、  
未来は変えられる。

**Be  
Active.**

Category		Actions	Achievements
1	Human Rights Risks Related to Investee Companies	<ul style="list-style-type: none"> <li>Recognizing companies as unsuitable for investment due to human rights risks</li> <li>Exercising voting rights with a focus on human rights</li> <li>Engagement related to human rights</li> </ul>	<ul style="list-style-type: none"> <li>In accordance with the advance notice process introduced through the revision of proxy voting guidelines implemented in January 2024, we voted against the election of directors at four companies due to insufficient responses related to human rights.</li> <li>The number of human rights-related engagements nearly doubled year-on-year, reaching 229 cases.</li> </ul>
2	Human Rights Risks at External Asset Managers	<ul style="list-style-type: none"> <li>Confirming the establishment of human rights policies by 118 contractors (an increase of 2 from the previous year)</li> <li>Requesting the integration of human rights risk assessment into operational processes</li> </ul>	<ul style="list-style-type: none"> <li>No human rights risks have materialized at this time.</li> </ul>
3	Human Rights Risks at Other Contractors	<ul style="list-style-type: none"> <li>Investigating the status of 176 external contractors (an increase of 20 from the previous year)</li> </ul>	<ul style="list-style-type: none"> <li>No human rights risks have materialized at this time.</li> </ul>
4	Human Rights Risks Within the Company	<ul style="list-style-type: none"> <li>Monthly monitoring of working hours</li> <li>Conducting surveys on organizational culture and workplace environment</li> </ul>	<ul style="list-style-type: none"> <li>Identified the number of employees with over 80 hours of overtime work per month.</li> <li>The ratio of responses indicating "harassment" in the workplace environment survey showed a slight increase compared to the previous year.</li> <li>No human rights risks have materialized at overseas subsidiaries.</li> </ul>

# Action Plan to Address Human Rights Risks for FY 2025

その一歩で、  
未来は変えられる。

**Be  
Active.**

Category	Action Plan
Human Rights Risks Related to Investee Companies	Managing human rights risks through effective functioning the following three: <ul style="list-style-type: none"><li>➤ Recognizing companies as unsuitable for investment</li><li>➤ Exercising voting rights</li><li>➤ Engagement</li></ul>
Human Rights Risks at External Asset Managers	Continuing to request the establishment of human rights policies and the integration of risk assessment into their operational processes.
Human Rights Risks at Other Contractors	Continuing to monitor human rights risks.
Human Rights Risks Within the Company	Implementing further measures to prevent harassment.  For employees with excessive monthly overtime work, issuing warnings and requesting the submission of improvement measures.

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