

Appendix: Priority Human Rights Issues**[Forced Labor, Human Trafficking, Child Labor]**

In our business activities, we do not tolerate any form of forced labor, human trafficking, or child labor throughout the entire value chain.

[Discrimination]

We do not tolerate any form of discrimination, including those based on race, skin color, ethnicity, nationality, social status, family origin, gender, disability, health condition, religion, ideology, beliefs, sexual orientation, gender identity, or differences in occupation or employment status.

[Harassment]

We do not tolerate any form of harassment, including sexual harassment and abuse of authority.

[Freedom of Association and Collective Bargaining Rights]

In compliance with applicable laws, we respect freedom of association and collective bargaining rights, aiming to achieve a fairer working environment and striving for both the well-being of employees and sustainable growth of the company.

[Occupational Safety and Health]

We strive to improve the workplace environment, comply with laws and regulations related to occupational safety and health, and endeavor to provide a safe and hygienic working environment.

[Working Conditions]

We comply with national and regional laws regarding working conditions including minimum wage, overtime pay, equal pay for equal work and working hours, and strive to provide working conditions that contribute to a better life for employees.