

FY2025 Initiatives

In fiscal 2025, with the support of external experts, we conducted an assessment of potential human rights risks across 127 group companies, taking into account the nature of their business operations as well as the countries and regions in which they operate. Based on the result of assessment, we selected 37 group companies (consolidated subsidiaries) and conducted a Self-Assessment Questionnaire (SAQ) survey to evaluate the human rights initiatives and compliance efforts.

【Survey Items】

Basic Information	A.1	Basic Company Information
	A.2	Information about Workers
	A.3	Certification or Assessment by an External Organization
Human Rights DD Management	B.1	System for Compliance with Laws and International Standards
	B.2	Human Rights Policy
	B.3	Supply Chain Management
	B.4	Grievance Mechanism
Human Rights Issues Related to Workers	C.1	Forced Labor
	C.2	Child Labor
	C.3	Working Conditions (Working Hours, Wages)
	C.4	Discrimination
	C.5	Inhumane Treatment
	C.6	Respect for Freedom of Association and the Collective Bargaining
	C.7	Occupational Health and Safety
Other Human Rights Issues	D.1	Indigenous Peoples' Rights
	D.2	Human Rights Violations by Security Personnel

Through this survey, we analyzed factors that may contribute to an increase in human rights risks, as well as measures implemented to mitigate such risks, and conducted an evaluation of the overall human rights risk profile.

As a result, several group-wide challenges were identified, including the followings:

- Further dissemination and enhancement of multilingual accessibility of the Group Human Rights Policy, which serves as the foundation of human rights due diligence, and
- Strengthening supply chain management.

FY2026 Initiative Plans

In response to the group-wide challenges identified through the FY2025 initiatives, we will implement appropriate measures, including re-communicating and further disseminating the Group Human Rights Policy across the group as well as developing versions of the Policy in relevant local languages.

In addition, we will conduct the SAQ surveys for group companies (consolidated subsidiaries) that were not included in the FY2025 survey.

Furthermore, we plan to progressively expand human rights due diligence to encompass the supply chain.