

May 9, 2025

## **Announcement Regarding the Establishment of JAFCO Group Human Rights Policy**

JAFCO Group Co., Ltd. announces that its Board of Directors has resolved at a meeting held today to establish a human rights policy as follows. Under our Basic Policy on Sustainability, we declare our respect for the human rights and diverse values of all individuals associated with our activities. By newly establishing the JAFCO Group Human Rights Policy, we will further strengthen our initiatives to respect human rights.

### **JAFCO Group Human Rights Policy**

JAFCO Group Co., Ltd. hereby establishes the following Human Rights Policy to respect the human rights of all our stakeholders and contribute to the realization of a sustainable society.

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#### 1. Importance of Respect for Human Rights and Corporate Value Enhancement

We recognize that respect for human rights is both a corporate social responsibility and indispensable for enhancing corporate value. By respecting the human rights of all our stakeholders, we contribute to a sustainable society and aim to raise our long-term corporate value.

#### 2. Support for and Compliance with International Standards

We support international human rights norms. These include the International Bill of Human Rights, the United Nations Global Compact, and the International Labour Organization's ILO Declaration on Fundamental Principles and Rights at Work. Our respect for human rights is in accordance with the United Nations Guiding Principles on Business and Human Rights.

#### 3. Implementation of Human Rights Due Diligence and Response to Issues

We continuously conduct human rights due diligence to identify and assess adverse impacts on human rights within our business activities and to prevent or mitigate such impacts. For issues identified, we formulate concrete response measures, and manage and resolve them appropriately.

#### 4. Promotion of Respect for Human Rights Through Collaboration with Portfolio Companies

Through constructive dialogue with our portfolio companies, we work together with them to support the practice of respecting human rights and to promote sustainable growth.

5. Promotion of Education and Awareness-Raising Activities

We provide appropriate education and awareness-raising activities so that all executives and employees understand the importance of respecting human rights and are able to put it into practice. Through this, we aim to instill respect for human rights as a part of our corporate culture.

6. Dialogue and Collaboration with Stakeholders

We value dialogue and consultation with stakeholders with regard to human rights issues, deepening mutual understanding and cooperation to advance our initiatives effectively.

7. Information Disclosure and Ensuring Transparency

We disclose information on our efforts to respect human rights under this policy through our website and other channels, strive to ensure transparency, and aim to earn the trust of stakeholders.

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Effective Date: May 9, 2025