

Human Rights

The Group regards upholding human rights as one of its key management challenges and has established the Human Rights Policy as part of its efforts to fulfill its responsibilities in all business activities. We respect and support international norms concerning human rights, labor, the environment, and anti-corruption, and strive to uphold the human rights of all stakeholders. In addition, we will respond sincerely and appropriately to human rights risks related to our business and meet the expectations placed on us as a global company.

Human rights due diligence

Our Group launched a Company-wide “Human Rights Project” in FY2022 and began implementing human rights due diligence for the Company on a non-consolidated basis in FY2023. Subsequently, we expanded the scope of these initiatives in stages and completed their introduction at Group companies in Japan and overseas in FY2025.

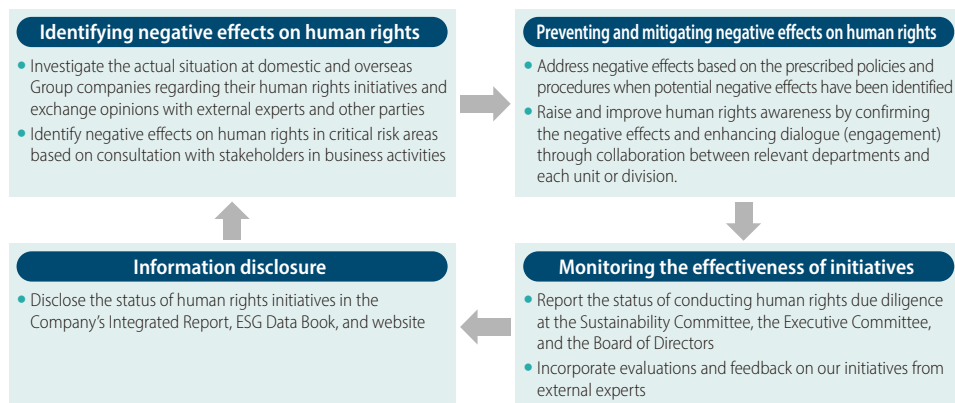
Through human rights due diligence, we implement the following two activities.

- 1 Screening business partners based on information regarding concerns about human rights risks
- 2 Engagement with business partners to mitigate human rights risks

These initiatives are implemented as part of the day-to-day consideration of individual transactions, both when starting transactions and each time a decision is made on whether to continue transactions.

Going forward, we will continue to prevent and mitigate human rights risks through screening and engagement with business partners, while further promoting awareness of human rights.

Processes of conducting human rights due diligence



Human rights consultation and grievance mechanism

Our Company receives consultations concerning human rights from employees, including those of Group companies, through the Harassment Helpline, an internal whistleblowing system. For consultations, inquiries, and other communications related to human rights from all stakeholders outside the Company, we have in place a multilingual human rights reporting hotline provided by the Japan Center for Engagement and Remedy on Business and Human Rights (JaCER). In FY2025, we received three complaints. In coordination with relevant departments, we investigated the facts, discussed responses, and communicated with the parties involved.

Both hotlines give due consideration to protecting whistleblowers, and anonymous reports are also accepted.

[Web](#) [Web: JaCER's Reporting Form \(external website\)](#)

*This hotline gives due consideration to the protection of whistleblowers and accepts anonymous reports.

Human rights training and awareness

Every year, in addition to conducting e-learning courses on the basics of human rights and compliance for all employees, the Company conducts integrity training for managers, in which participants discuss harassment cases. In FY2025, we also conducted, for the first time, a compliance awareness survey for all employees and sustainability training for new employees that included content on respect for human rights.



Program		No. of participants, etc.	No. of courses/sessions, etc.
e-learning	Basics of human rights, compliance, etc.	Approx. 26,400 participants in total	10 courses
Group training	Training by organizational level, diversity-related training, etc.	491 participants in total	15 sessions
Awareness activities	Solicitation and recognition of human rights slogans	No. of applicants: 205	No. of award recipients: 48
	Publication of two Company-wide web magazines	—	16 issues

[Web](#) [For details on our human rights initiatives, please visit our website.](#)