

CCI Group Human Rights Policy

Because of our corporate philosophy of "*Change Create Innovate*," we, at the CCI Group, make all efforts possible to continuously provide society with unprecedented added value while adjusting our business model to match the times. We consider respect for human rights to be one of the most important responsibilities that we must fulfill to sustain our business. We have established the "CCI Group Human Rights Policy" and work together with our corporate officers and employees as one team to address this.

1. Basic Concept

We respect internationally recognized human rights as set forth in the *International Bill of Human Rights* and the *Declaration on Fundamental Principles and Rights at Work* issued by the International Labor Organization (ILO). We have established a human rights policy in accordance with the United Nations' *Guiding Principles on Business and Human Rights* and promote initiatives to respect human rights.

2. Scope of Application

This policy applies to all corporate officers and employees of the CCI Group. We also expect all business partners to acknowledge and comply with this policy.

3. Responsibility to Respect Human Rights

We strive to protect the human rights of those affected by our corporate activities. If it becomes clear that there has been a violation of human rights, we fulfill our responsibility to respect human rights by taking appropriate action to correct the situation.

4. Human Rights Due Diligence

We identify factors that could lead to human rights violations in our corporate activities and work to prevent or reduce the risk of such violations. We also continuously improve our initiatives by verifying the results of our efforts.

5. Dialogue and Discussions

We will continue to engage in dialogue and hold discussions with relevant stakeholders in order to properly understand and respond to the impact that the CCI Group's corporate activities have on human rights.

6. Education and Training

We will provide appropriate education and training on human rights to ensure that corporate officers and employees of the CCI Group understand and effectively implement this policy.

7. Disclosure

We disclose our efforts to respect human rights through our corporate website, Sustainability Report, and other media.

Established September 21, 2021
CCI HOLDINGS INC.
President and CEO