

# CCI Group Human Rights Policy

We at CCI Group, based on our corporate philosophy, 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  
First Revision: May 31, 2023

CCI HOLDINGS INC.  
President and CEO  
Tetsuya Okabe

## **Human Rights Policy Appendix**

### **CCI Group's Priority Issues on Human Rights**

CCI Group proactively addresses human rights issues, including those listed below, in order to respect the human rights of all people with whom we engage through our business activities.

These human rights issues, included in this appendix, will be subject to regular review based on legal and societal demands as well as changes in our business operations.

#### **No Child Labor or Forced Labor**

We strictly prohibit all forms of forced labor including human trafficking and any child labor below the legal working age.

#### **No Discrimination**

We prohibit all forms of discrimination based on race, ethnicity, place of origin, nationality, religion, sexual orientation, gender identity and expression, age, disability and any illness or medical condition.

#### **No Harassment**

We do not tolerate any form of harassment including, but not limited to, harassment based on sexual orientation or gender identity. We strive to create a comfortable and productive work environment in which each individual respects one another.

#### **Ensuring and Maintaining Occupational Health and Safety**

We will provide a safe and hygienic work environment in accordance with the laws and regulations of each country. Additionally, we will comply with the laws and regulations of each country or region concerning wage and work hours to enable our employees to lead fulfilling lives. We will engage in sincere discussions and dialogues with our employees regarding these matters.

#### **Respect for Freedom of Association and the Right to Collective Bargaining**

We will respect the fundamental labor rights of workers including the right to freedom of association and collective bargaining in accordance with the laws and regulations of each country.

#### **Respect for the Rights of Local Communities**

We will respect the rights of local communities and indigenous peoples related to the areas in which we conduct our business.