

TS TECH Human Rights Policy

TS TECH Group (TS TECH Co., Ltd., its domestic and overseas subsidiaries, and affiliates) embraces the corporate philosophy to be “A company dedicated to realizing people’s potential” and be “A company sincerely appreciated by all.” Based on our belief that “people are the deciding factor for the company”, we conduct our business with the mission to be “A company sincerely appreciated by all” stakeholders.

In the basic sustainability policy formulated based on this philosophy, we aim to “make contributions to resolve social challenges through the application of our vision.” In the materiality specified in 2021, we defined the ideal image of our company as “respecting the rights of all stakeholders and creating a rewarding workplace where every associate practices respect and embraces diversity.”

As TS TECH Group recognizes that all business activities are founded on respect for human rights, the following TS TECH Human Rights Policy (referred to as “the Policy” hereafter) has been formulated to respect the rights of all people involved in business.

The Policy serves as the highest policy regarding human rights.

Through the implementation of the Policy, in collaboration with stakeholders, we strive to engage in sustainable business practices that continue to display our commitment to be a company whose existence is expected by the society as “A company sincerely appreciated by all.”

1. Our Commitment to Respecting Human Rights

TS TECH Group understands that all business activities, ranging from product development, procurement, manufacturing, logistics and sales, have a potential to affect human rights. We recognize the importance of human rights from the perspectives of those who may be impacted by these activities.

We value and respect human rights as expressed in the International Bill of Human Rights which includes The Universal Declaration of Human Rights and the core labor standards from ILO (International Labor Organization) Declaration on Fundamental Principles and Rights at Work. In addition, with our aim to help contribute to an all-inclusive society where no one is left behind, we strive to adopt these practices in our business activities by endorsing the United Nations Guiding Principles on Business and Human Rights.

Furthermore, we comply with the laws and regulations of respective countries and regions where we conduct our business. If the local laws and regulations have conflicts with the internationally recognized human rights, we will pursue ways to respect the internationally recognized human rights to the greatest extent possible.

2. **Scope of Application**

TS TECH Group will enforce the Policy to be applied to all executives and associates (including part-time associates, contractors, temporaries, and such). We also hope and expect that all our business partners will understand the Policy and provide endorsement.

3. **Governance**

TS TECH Group positions respect for human rights as one of our key management issues, and we will clearly specify the director responsible for the development and implementation of the Policy, while maintaining an appropriate internal structure. The Policy will be reflected in the necessary business policies and procedures.

4. **Implementation of Human Rights Due Diligence**

TS TECH Group evaluates the impact of our business activities on human rights and identifies any adverse impact on human rights. In addition, we establish and continuously implement a system for human rights due diligence to prevent or mitigate such impact.

5. **Remedy and Correction**

TS TECH Group commits to take appropriate measures to correct or remedy, if it becomes clear that business activities have caused or contributed to adverse impact on human rights. In addition, we will establish a grievance process that can be used by related parties who may be adversely affected.

6. **Dialogue and Consultation with Stakeholders**

TS TECH Group will utilize its internal and external expertise on human rights and engage in dialogue and consultation with concerned stakeholders to improve the quality of human rights initiatives and for the continuous improvement.

7. **Education**

TS TECH Group undertakes appropriate education and awareness-raising activities to facilitate an understanding of the Policy and putting it into practice.

8. **Information Disclosure**

TS TECH Group discloses information on our efforts to respect human rights through our corporate website and other means appropriately.

*The Policy was approved by Board of Directors in June 2023.

Established: June 28th, 2023

TS TECH Co., Ltd.

Representative Director & President



(Human Rights Policy Appendix) Human Rights Issues in Business

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

The human rights issues included in this appendix will be reviewed appropriately based on changes in societal demand, including laws and regulations, and in our business environment.

(1) No discrimination and harassment, respect, and acceptance for diversity

Based on the principle that all human beings are born free and equal, TS TECH Group respects diversity & inclusion, prohibits any discrimination on the basis of an individual's race, ethnicity, national origin, nationality, religion, gender, gender identity, sexual orientation, age or disabilities, among other characteristics. We do not tolerate harassment of any form.

(2) Prohibiting forced labor

TS TECH Group does not allow forced labor. We do not tolerate modern slavery of any form, including debt bondage and human trafficking.

(3) Prohibiting child labor

TS TECH Group does not allow child labor. We comply with the minimum working age defined by laws and regulations (not limited to domestic laws and regulations: international laws and regulations like treaties are included).

(4) Respecting freedom of association and collective bargaining

TS TECH Group follows the laws and regulations, and conventions of each respective country and region engaged through our business and respect the employees' rights such as freedom of association and collective bargaining.

(5) Compliance with occupational safety and health

TS TECH Group follows the applicable laws and regulations and provides a healthy and safe workplace environment where every individual can continue to work with a sense of security.

(6) Compliance with appropriate wages and working hours

TS TECH Group complies with the laws and regulations of each respective country and region for minimum wage, overtime, payroll deduction, piece-rate pay, and other payments. We comply with the laws and regulations of each respective country and region for determination of the employee working hours (including overtime), provision of vacation days and annual paid leave, and others.

(7) Respecting the rights of indigenous peoples and local communities

TS TECH group respects the rights of indigenous peoples and local communities living in the regions engaged through our business activities to possess, use, and manage land, forest, water, and other resources.