

Sanyo Trading Group's Human Rights Policy

1. Commitment to respect of human rights

The mission of the Sanyo Trading Group is: We foster an open, down-to-earth, and entrepreneurial corporate culture that drives our collective efforts to deliver the best solutions flexibly and timely so that we can help achieve the sustainable development of the global community and fulfill employees' aspirations for well-being. To achieve this mission, we pursue our vision: Deliver tangible solutions to social issues to make the world a better place for everyone.

In line with this philosophy and our Basic Sustainability Policy, we wish to declare our commitment to working to ensure human rights are respected. Our goal is to contribute to the creation of a sustainable international community as we achieve corporate growth over the medium- and long-term. To guide our efforts to live up to this commitment, we have developed the Sanyo Trading Group Human Rights Policy.

2. Scope of application

These guidelines are applicable to all officers and employees of the Sanyo Trading Group (Sanyo Trading Co., Ltd. and its group companies).

3. Governance

The Human Rights Committee (chaired by the Executive Officer in charge of Human Resources and General Affairs) oversees initiatives for the protection of human rights. It is a subcommittee of the Sanyo Trading Sustainability Committee (chaired by the Executive Officer in charge of Sustainability).

The Human Rights Committee discusses policies and initiatives to increase respect for human rights. The chair of the committee reports their deliberations to the Sustainability Committee. The Chair of the Sustainability Committee reports the policies and issues that have been discussed by the committee to the Board of Directors and the SV2028 Achievement Committee. Material issues are brought up for discussion at Board of Directors meetings.

The Board of Directors supervises the process and gives instructions as needed and then discusses and makes decisions on important matters, including management policies and annual budgets, taking initiatives to respect human rights into consideration.

4. Respect for internationally recognized human rights

We will adhere to all domestic laws and regulations, as well as those in the countries where the Sanyo Trading Group operates. Furthermore, we are committed to respecting internationally recognized human rights, including those outlined in the International Bill of Human Rights and the ILO Declaration on Fundamental Principles and Rights at Work. We will protect human rights in accordance with guidelines such as the United Nations Guiding Principles on Business and Human Rights.

As a responsible company that has endorsed and signed the United Nations Global Compact (UNGC), we are committed to the ten principles of the UNGC.

In situations where there is a conflict between laws and regulations and internationally recognized human rights standards, we will seek ways to uphold human rights standards as much as possible while complying with applicable laws and regulations.

5. Major human rights issues

We acknowledge the following significant human rights issues, and we will take the necessary measures to address them. These issues will be reviewed on a regular basis.

- (1) Effective protection of freedom of association and recognition of the right to collectively bargain

- (2) Support the elimination of all forms of forced and compulsory labor
- (3) Effective abolition of child labor
- (4) Elimination of discrimination with respect to employment and occupation
- (5) Safe and healthy working environments
- (6) Prohibition of all forms of harassment
- (7) Payment of fair wages and effective management of working hours.
- (8) Protecting personal information
- (9) Environmental protection
- (10) Diversity, Equity and Inclusion (DEI)

6. Human rights due diligence

We will implement human rights due diligence in line with guidelines such as the United Nations Guiding Principles on Business and Human Rights. In doing this, we will regularly identify, assess and take steps to prevent or mitigate any potential negative impact, evaluate the effectiveness of our initiatives, provide explanations, and disclose information. We will engage in an ongoing dialogue with stakeholders to ensure our commitment to human rights is our practice.

7. Access to relief

We receive complaints regarding human rights via the Sanyo Trading Group Compliance Consultation Office, and we ensure access to remedies by acting to prevent or correct any human rights violations.

8. Involving stakeholders

We expect all of the stakeholders engaged in the business activities of the Sanyo Trading Group (including business partners, suppliers, and other related parties) to respect the intent of these guidelines.

We will continue to engage with our stakeholders, engage in a dialogue with them, encourage them to adopt similar policies, and collaborate on initiatives to advance respect for human rights.

9. Training about human rights

We will continuously provide training to all officers and employees to advance initiatives for respecting human rights.

10. Information disclosure

We will disclose information about our progress in upholding human rights based on these guidelines in a timely manner to people both inside and outside the Group to fulfill our responsibilities to all stakeholders.

11. Revision and abolishment

Any revisions to these guidelines or their abolition shall be proposed by the Human Rights Committee and reported to the Sustainability Committee. The Chair of the Sustainability Committee shall then present their proposal to the Board of Directors for consideration.

(Supplementary provision) These guidelines shall be effective starting September 10, 2024.

Revised October 1, 2025

Revised November 10, 2025

Masanobu Shintani, President and CEO of Sanyo Trading Co., Ltd.
Established September 10, 2024