

## Human Rights Due Diligence performed at Techno Associe Group

As described in the Techno Associe Group Human Rights Policy, we are striving to promote initiatives aimed at respecting human rights within the Techno Associe Group.

### Structure

The Techno Associe Group has set up the CSR Sustainability Promotion Committee to establish a structure that manages relevant activities in an integrated manner and promotes them efficiently. The CSR Sustainability Promotion Committee is composed of the president, who is the chair, and the members selected from the departments that lead the areas related to CSR and sustainability. The committee promotes company-wide initiatives as a body to promote CSR in the Techno Associe Group. As described in the Techno Associe Group Human Rights Policy, all business activities must be based on respect for human rights, and we are promoting efforts in this area as one of the core categories of CSR that should be addressed by the Group as a whole.

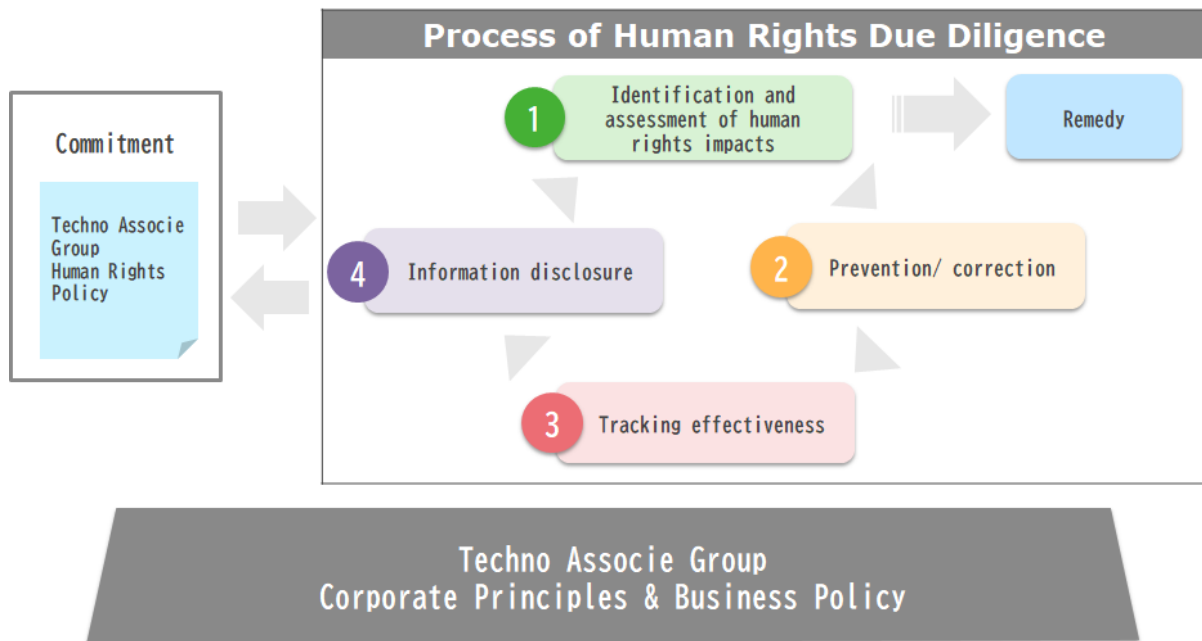
\*See CSR Material Issues from [here](#).

\*See the Techno Associe Group Human Rights Policy from [here](#).

### Process of Human Rights Due Diligence

The Techno Associe Group has built a structure to conduct human rights due diligence\* based on the United Nations Guiding Principles on Business and Human Rights, and Guidelines on Respect for Human Rights in Responsible Supply Chains established by the Ministry of Economy, Trade and Industry of Japan. Under this structure, we conduct human rights due diligence to ensure that human rights in our Group are respected.

\*Human rights due diligence refers to a series of acts undertaken by business enterprises to identify, prevent, and mitigate adverse impacts on human rights in their business enterprise, group companies, and suppliers, etc., to track the effectiveness of their responses, and to account and disclose information on how they addressed the adverse human rights impacts.



## Human Rights Risks (Major and potential risks)

Based on domestic and international standards related to respect for human rights including the International Bill of Human Rights and the ILO Constitution, we consider the following as risks that our business may adversely impact human rights.



## Techno Associe Group Human Rights Due Diligence 2022

We conducted survey as below.

### Period

Survey was conducted from November to December 2022.

### Target Companies

Techno Associe and 19 Techno Associe Group companies in Japan and overseas

### Survey Items and Contents

For this fiscal year, we focused on child labor, forced labor, and migrant workers under the following contents.

- No fact of employing children (workers under 15 years old)
- No fact of forced labor (such as restriction on workers' behavior, debt bondage, or forced internal deposits)
- Compliance with internal rules regarding employment of migrant workers (internal rules such as no hiring fees, etc. to be borne by the worker, no passports, etc. to be kept by the company, employment contracts to be signed in a language which the worker understands, etc.)

### Results

According to the survey results, no risks related to child labor or forced labor were identified. With respect to immigrant labor, on the other hand, it was confirmed that at one overseas Group company that employs migrant workers, the workers themselves bear the hiring fees, etc. Although it is permitted by local law, we have worked with local subsidiaries and NGOs to correct operations in line with international standards concerning respect for human rights.

### Future Actions

- As to the risks mentioned above, we will establish and maintain a system to prevent similar issues from occurring in the future.
- We will also implement similar measures for our supply chain.