

## Basic Policy on Human Rights

We, the Macromill Group (the company and its subsidiaries), will strive to maintain a safe and secure working environment and take the initiative to respect each person's human rights and individuality.

### 1. Commitment to human rights

We, all executives and employees of the Macromill Group (hereinafter referred to as "we"), will contribute to developing a sustainable society by respecting human rights in all aspects of our corporate activities. We have established this approach in this basic policy and pledge to abide by it.

### 2. References and scope

In accordance with international human rights principles\*, we will act with an understanding of and respect the culture, customs, laws, and regulations of the countries and regions in which we operate in all of our business activities and will ensure that we do not engage in discrimination or human rights violations. We make sure that human rights are not violated, and we also ask our suppliers, business partners, and others to respect human rights by these principles and to refrain from violating them.

### 3. Valuing diversity and prohibition of harassment

We respect all people as individuals and will not discriminate against anyone regardless of their political beliefs, ideology, religion, gender, gender identity, sexual orientation, physical characteristics, disease, age, nationality, race, ethnicity, etc. We will not tolerate unfair or disadvantageous treatment, and will provide equal opportunities for recruitment, evaluation, training, placement, salary increases, promotions, etc., and provide a workplace environment where diverse human resources can thrive and play an active role. In addition, we do not allow discrimination or harassment of any kind, and we continue to take preventive measures such as conducting employee training regularly.

### 4. Prevention of forced labor and child labor

From the perspective of protecting basic human rights, we prohibit all forms of forced labor and child labor and conduct business activities in compliance.

### 5. Management of working hours and wages

In accordance with applicable laws and regulations such as the Labor Standards Act and labor-management agreements, we will establish rules regarding appropriate working hours and break time, overtime work, late-night work, holidays, and vacations in our work regulations. In addition, remuneration regulations are established in compliance with the minimum wage, legal benefits, deductions, overtime work, etc., and salaries are paid directly to employees.

#### 6. Respect for freedom of association and the exercise of the right to collective bargaining

We respect the right of employees to form a labor union based on their own will and the right to choose whether or not to participate and allow the effective exercise of the right to collective bargaining. The company will negotiate in good faith through constructive discussion with its representatives.

#### 7. Maintain the safety and health of employees

We are committed to maintaining a safe and healthy work environment by considering our employees' physical and mental health, complying with laws, regulations, and rules related to safety and health, and responding appropriately to health risks.

#### 8. Freedom of expression and protection of privacy

We also recognize the importance of freedom of expression and protection of privacy in communications through the use of the internet and social media, and we take the utmost care to ensure that there is no violation of these rights. Furthermore, we will treat all clients fairly and impartially and provide safe and convenient services.

#### 9. Initiatives and systems for respecting human rights

We will develop an effective countermeasure system by establishing an appropriate reporting point of contact to prevent human rights violations from occurring. To assess the impact of our business activities on human rights, we will conduct human rights due diligence to the extent permitted by relevant laws and regulations, continuously monitor the effect, and report to appropriate parties. In the unlikely event that our business activities have a negative impact on human rights, we will act appropriately with fair and impartial remedial measures to mitigate or eliminate such impact.

#### 10. Communication

The Global CCO is responsible for promoting human rights initiatives and will work to disseminate this basic policy to all executives and employees, as well as external stakeholders, and proactively promote human rights awareness activities.

\*This refers to the Universal Declaration of Human Rights, the United Nations Guiding Principles on Business and Human Rights, the Rights of the Child and Business Principles, and the Eight ILO Fundamental Conventions.

Established on October 1, 2023

Approved by the company's Executive Board