

## Human Rights Policy

The Septeni Group is working to empower people and industry through its business and activities, with its mission of “To inspire the world with entrepreneurship.” In order to realize this mission, we recognize that respect for human rights is an important social responsibility and promote initiatives to respect human rights.

### 1. Commitment to Respecting Human Rights

The Septeni Group does not tolerate discrimination or harassment based on gender, age, nationality, race, ethnicity, religion, ideology, creed, social status, disability, sexual orientation, gender identity, sexual expression or other factors. Furthermore, in our business activities, we prohibit forced labour and child labour, strive to ensure an appropriate work environment, prioritize the safety and physical and mental health of workers, and work to create a workplace that enhances job satisfaction. We respect the dignity and individuality of all people involved in our business, and respect human rights.

### 2. Compliance with International Standards and Laws

The Septeni Group complies with the applicable laws and regulations of human rights in each country or region in which it conducts business activities, and supports and respects international standards such as the the UN Guiding Principles on Business and Human Rights (UNGPs), the International Bill of Human Rights, and the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work (\*). Where national or regional laws and regulations conflict with international standards, we commit to respect international standards as much as possible and pursue methods to respect the principles of international human rights.

\*The individual fundamental rights at work namely; freedom of association and the effective recognition of the right to collective bargaining; the elimination of all forms of forced or compulsory labour; the abolition of child labour; and the elimination of discrimination in respect of employment and occupation.

### 3. Scope

This policy applies to all executives and employees of the Septeni Group. We also respect the human rights of all people affected by our business activities, and require our suppliers and business partners not to violate human rights in accordance with international standards on human rights.

### 4. Human Rights Due Diligence

The Septeni Group establishes and continues to implement a human rights due diligence system that is in accordance with the UNGPs. Through human rights due diligence, we identify adverse impacts on human rights and work to prevent and mitigate them.

### 5. Remedy

The Septeni Group will make efforts to remedy cases where it becomes apparent that its business activities have caused adverse impacts on human rights, or where it is evident or suspected that the Group is involved in such activities, through appropriate procedures based on international standards on human rights, including the UNGPs.

### 6. Dialogue and Consultation

The Septeni Group engages in dialogue and consultation with rights holders to address potential and actual adverse impacts on human rights.

### 7. Information Disclosure

The Septeni Group will disclose the progress and results of its efforts to respect human rights based on this policy on its website and through other media.

### 8. Responsible Officer

The Septeni Group appoints the Representative Director, Group President and Chief Executive Officer as the executive officer responsible for the implementation of this policy and oversees its execution.

Established : November 26, 2024