

Appendix to PRESS KOGYO Group Human Rights Policy

[Priority Human Rights Issues]

The following are the issues we particularly focus on in relation to human rights issues related to our Group's business activities.

1. Proper Management of Working Hours and Fair Wage

We will reduce long working hours by properly managing the working hours and wages of employees in compliance with the laws of each country and region.

We also reduce rush orders and sudden changes in specifications to prevent inducing long working hours at our suppliers.

2. Occupational Safety and Health (Working Environment Improvement and Prevention of Labor Accidents)

We strive to prevent labor accidents by identifying risks that may occur during work and taking appropriate measures. At the same time, we promote measures and management that consider the safety and health of employees.

3. Prohibition of Child Labor and Forced Labor

We prohibit all forms of child labor, such as the employment of children under the legal working age in each country and region, or work that harms the health, safety, and morals of children.

We also prohibit all forms of forced labor, such as work against the individual's will, restriction of freedom to quit, labor under unjust restraint.

4. Prohibition of Discrimination and Harassment

We prohibit all forms of discrimination based on sex or gender, sexual orientation, social origin, race, nationality, religion, thought, health status, medical history, disability, age, employment status, etc., in our recruitment activities, evaluations, promotions, advertising, etc. We do not tolerate any form of harassment, such as bullying, sexual harassment, power harassment, moral harassment, maternity harassment, etc., that makes the other party uncomfortable, damages their dignity, causes disadvantages, or threatens them.

5. Prevention of Social and Environmental Impact Related to Manufacturing and Procurement Activities

We carry out manufacturing and procurement activities that consider the environment and human rights in surrounding communities and supply chains.

We also promote initiatives to prevent the procurement and use of conflict minerals together with our supply chain.