

and ST HD Group Human Rights Policy

and ST HD Group believes that to realize its Corporate Philosophy of "Be a person needed, Be a company needed", every individual must mutually recognize diversity, and their human rights and individuality must be respected. We hereby establish this Philosophy on Human Rights based on international human rights norms, namely the United Nations (UN) "*International Bill of Human Rights*," the "*Guiding Principles on Business and Human Rights*," and the International Labour Organization (ILO) "*Declaration on Fundamental Principles and Rights at Work*." We will implement initiatives across the entire Group to practice the respect for human rights.

1. Commitment to Respect for Human Rights

We ensure that all executives and employees (including permanent employees and fixed-term contract employees) understand and comply with this "Philosophy on Human Rights." We will build long-term, mutually developing relationships that respect our fellow employees, customers, and business partners. Furthermore, we will engage in dialogue with all stakeholders, including suppliers and partner companies, to ensure they understand and comply with this philosophy, and we will collectively promote human rights initiatives. Regarding the formulation of human rights activity policies, the establishment of promotion systems, and progress management against goals, we have established a Sustainability Committee, chaired by the Director responsible for Sustainability. This committee regularly discusses human rights as a key management issue.

2. Compliance with Laws and Regulations

We will conduct our business while complying with the laws and regulations of the countries and regions where we operate (hereinafter referred to as "Laws") and giving due consideration to the human rights of all people involved. Where international principles on human rights conflict with local Laws, we shall apply the standards that offer the greater respect for human rights and take appropriate measures.

3. Material Issues

● **Anti-Corruption**

As a member of society, we will always maintain self-discipline and high ethical standards to practice anti-corruption and respect for human rights. We will conduct equal, fair, and transparent transactions with our business partners and will not engage in bribery, the giving or receiving of gifts or entertainment that exceed generally accepted social norms, corruption, money laundering, or any other illegal activities.

● **Occupational Health and Safety**

To ensure an organization where employees can fully utilize their individuality and abilities while being mentally and physically healthy, we will strive to secure and improve health and safety in accordance

with relevant internal regulations and Laws. We also require our business partners to provide a safe and hygienic working environment.

- **Prohibition of Discrimination and Harassment**

We recognize the diversity of all people involved, including employees, customers, and business partners, and respect each person's individuality and human rights. Under this principle, we will not engage in unfair discrimination based on nationality, race, gender, religion, educational background, age, physical characteristics, disability status, sexual orientation, gender identity, or any other factor in all aspects of our business, including recruitment, employment, product planning, and advertising activities. Furthermore, we prohibit harassment, such as sexual harassment and power harassment, that causes discomfort or disadvantage to the recipient or negatively affects the workplace environment.

- **Freedom of Association and the Right to Collective Bargaining**

We guarantee employees the right to freely associate, or not to associate, without fear of retaliation or discrimination. We recognize the right to collective bargaining and provide an environment that allows for dialogue with employee representatives.

- **Prohibition of Child Labor**

We prohibit the employment of children who have not reached the minimum legal working age stipulated by the Laws of each country or region.

- **Prohibition of Forced Labor and Excessive Working Hours**

We will not compel labor under any circumstances. We ensure legally mandated working hours and holidays in each country and region, manage working and overtime hours, and strive to prevent excessive working hours.

4. Implementation of Human Rights Due Diligence

To fulfill our responsibility to respect human rights, we will establish and continuously implement a mechanism for Human Rights Due Diligence. Through this, we will strive to identify, assess, prevent, and mitigate adverse human rights impacts throughout our business activities and supply chain.

5. Remediation and Grievance Mechanisms

Should an adverse human rights impact be identified, we will work to address and remedy it through appropriate means. In addition to a customer service system available to customers, we have established an internal reporting system that all employees, both domestic and international, can use anonymously. The confidentiality of reports is maintained, and sufficient consideration is given to ensure that no one suffers detrimental treatment as a result of a report. Furthermore, for our business partners, we have established a grievance mechanism to ensure fair, equitable, and transparent transactions. When a report is received, it

is shared with the responsible personnel, and a system is in place to respond appropriately and promptly. When feedback is provided, we promptly investigate and confirm the facts, formulate improvement measures, and conduct internal training to prevent recurrence and strengthen compliance.

6. Education and Communication

We will conduct continuous human rights education and awareness-raising activities for employees and business partners and provide opportunities for exchanging views and sharing information.

7. Disclosure of Information

We will regularly report on our human rights initiatives and the status of Human Rights Due Diligence implementation through our integrated report, corporate website, and other forums for dialogue.