

## Ion Technology Center Human Rights Policy

Ion Technology Center has established the “Ion Technology Center Human Rights Policy” to ensure that all our executives and employees deepen their understanding of human rights and fulfill their responsibility to respect them. We aim to create a society where human rights are respected, based on this policy.

### I. Basic Approach

#### 1. Compliance with laws and regulations

We actively support and respect international human rights regulations such as the “Universal Declaration of Human Rights” and the “International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work”.

As part of our corporate code of conduct, we are committed to respecting individuals in society and our employees, ensuring that no discrimination occurs in our business activities. We also promote initiatives to respect and uphold human rights, ensuring that we do not contribute to any violations.

#### 2. Respect for Human Rights through Business Activities

We are committed to respecting individuals in society and our employees, ensuring that no discrimination occurs in our business activities. We do not discriminate based on employment status, age, gender, origin, ancestry, nationality, disability, religion, beliefs, marital status or any other factors, nor do we tolerate any form of harassment, including power harassment and sexual harassment.

We consider a proper working environment and occupational health and safety as essential, and we are committed to creating a safe and healthy workplace where everyone can work with peace of mind. We will take the necessary measures to prevent or mitigate human rights risks in our business activities by ensuring strict compliance with manuals, various policies and guidelines.

Additionally, we understand the impact of our business activities on the local communities and aim to coexist with them.

### **3. Scope of Application**

This policy applies to all executives and employees of Ion Technology Center. We also encourage our stakeholders to comply with this policy and promote its adoption.

## **II. Efforts to Address Human Rights Issues**

### **1. Education and Awareness**

To ensure that the policy is understood and effectively implemented, we will provide appropriate education and training to our executives and employees.

### **2. Human Rights Due Diligence**

We will establish and continuously implement a human rights due diligence framework to identify, prevent or mitigate negative impacts on human rights.

### **3. Risk Management**

We will engage in discussions with relevant stakeholders to address actual or potential negative impacts on human rights.

### **4. Relief**

If we are found to have caused or contributed to negative impacts on human rights, we will work to provide relief through appropriate procedures.

### **5. Grievance Mechanism (Reporting and Consultation Desk for Human Rights Violations)**

As part of our internal control system, we have established a 'helpline' for reporting and consulting on violations to detect and address misconduct. If a violation occurs, we will implement preventive measures in consultation with the relevant department.

### **6. Information Disclosure**

We will report our efforts to respect human rights through our website and other channels.

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Ion Technology Center Co., Ltd.  
President and Representative Director  
Yuki Ishigaki