

## **Nextage Group Human Rights Policy**

### **Basic Policy**

The Nextage group understands that its business activities may impact human rights. We respect the human rights of all stakeholders, including employees, supply chains, and customers. We aim to realize our business philosophy, "The car dealer loved by everyone".

### **Respect to the International Human Rights Standards**

The Group understands and respects the human rights set out in the "International Bill of Human Rights" and the "International Labor Organization's (ILO) Declaration on Fundamental Principles and Rights at Work" as a minimum. We also respect human rights based on the United Nations "Guiding Principles on Business and Human Rights".

### **Compliance with Applicable Laws and Respect for Internationally Recognized Human Rights**

We observe laws and regulations applied at where we develop our business. Also, when we notice a contradiction between ours and what international organizations states, we look for the way to observe the fundamental human rights principles acknowledged by international organizations besides adhering to laws and regulations. Where there is a conflict between internationally recognized human rights and the laws and regulations of the country or region in which we operate, we seek ways to respect internationally recognized human rights principles while complying with national and regional laws and regulations.

### **Commitments to Human Rights Related Subjects**

[Employees]

#### Prohibition of forced labor, human traffic, and child labor

We do not acknowledge any forced labor including human traffic. We do not allow child labor thus we always observe the minimum labor age stated in law.

### Working hours and wages

We observe laws and regulations about working environment applied at where we develop our business to properly manage our associates' working hours, wages, day offs and holidays. We do not allow over workings. Also, all our associates are guaranteed to have a minimum wage and living wage.

### Prohibition of discriminations and harassments

Not only showing respect to diversities, but we also prohibit any discrimination based on race, ethnical subject, birth, nationality, religion, gender, sexuality, sexual orientation, age, and disability. Moreover, we do not acknowledge any form of harassment which leads us to the strict observation of harassment prevention policy.

### Occupational safety and health

In accordance with the laws and regulations applicable in the countries and regions where we do business, we aim to protect the safety and health of our employees and create a workplace that is comfortable to work in, both physically and mentally.

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

We will engage in constructive dialogue between labor and management and respect the freedom of association and the right to collective bargaining.

### Privacy protection

We respect and protect individual privacy. In handling personal information, we will comply with all relevant laws and regulations, as well as Nextage's Privacy Policy, Information Security Policy, and internal "Personal Information Protection Regulations".

### **【Supply Chains】**

We will continuously encourage our supply chains to follow and adopt the following policies, thereby we can collaboratively promote respect for human rights.

### Prohibition of forced labor, human traffic, and child labor

We do not acknowledge any forced labor including human traffic. We do not allow child labor thus we always observe the minimum labor age stated in law.

### Working hours and wages

We observe laws and regulations about working environment applied at where we develop our business to properly manage our associates' working hours, wages, day offs and holidays. We require our supply chain to guarantee the minimum wage and no over workings.

### Prohibition of discriminations and harassments

Not only showing respect to diversities, but we also prohibit any discrimination based on race, ethnical subject, birth, nationality, religion, gender, sexuality, sexual orientation, age, and disability. Moreover, we do not acknowledge any form of harassment which leads us to the strict observation of harassment prevention policy.

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### **【Customers】**

#### Prohibition of discriminations and harassments

Not only showing respect to diversities, but we also prohibit any discrimination based on race, ethnical subject, birth, nationality, religion, gender, sexuality, sexual orientation, age, and disability. Moreover, we do not acknowledge any form of harassment which leads us to the strict observation of harassment prevention policy.

### Privacy protection

We respect and protect individual privacy. In handling personal information, we will comply with all relevant laws and regulations, as well as Nextage's Privacy Policy, Information Security Policy, and internal "Personal Information Protection Regulations".

### Appropriate advertisement and marketing

We do not discriminate based on race, nationality, religion, age, gender, gender identity, sexual orientation, disability, or any other factor in our advertisement and marketing activities. Moreover, we do not apply any suggestive expression that is positive for discrimination and bullying, as well as for gender stereotypes.

We will always strive to disseminate the equal information correctly describing our products and services. This ensures the proper expression usage in our advertisements not to mislead customers and business partners to misunderstanding. We also do not engage in advertising or marketing activities using information about competitors' products or services.

### **Implementation of Human Rights “Due Diligence”**

The Group conducts human rights due diligence to identify, assess, prevent, and mitigate negative impacts to human rights in relation with its business activities.

### **Dialogue with our Stakeholders**

We recognize the importance of addressing human rights issues from the perspective of stakeholders whose activities are or could be influenced by our business activities. We will strive to recognize and improve human rights issues through timely dialogue with relevant stakeholders.

### **Amendment and Remediation**

If it is discovered that a negative impact to human rights is clearly there by our business activities, we will work to correct the situation through appropriate procedures.

### **Education**

The Group will continue to develop the trainings and skill acquirement programs to our directors and employees for a smooth implementation of this policy.

## **Consultation and Reporting System**

We have established internal and external compliance consultation and reporting desks available to all employees to consult human right related issues such as harassments. For customers, we offer the "Customer Center" for consultation and reporting. In addition to ensuring the privacy of both the consulting / reporting person and perpetrator, we conduct prompt fair investigations. If thereby some problems are recognized, we provide preventive programs and corrective actions. Although in the case where the consulting person, or the victim make us difficult to investigate the facts because of his/her insistence of keeping the matter confidential, we offer the best to correct or prevent the situation by such as improving the work environment as much as possible.