

Policy on Respect for Human Rights

1. Purpose

Under the slogan “*Let’s sow seeds in this town,*” our company has fostered sustainable businesses rooted in the local community.

Respect for human rights forms the fundamental basis of all our activities and is directly connected to realizing a society where future generations can live, work, and learn with peace of mind.

This policy is established to ensure that each of our officers and employees recognizes the importance of human rights and adheres to and practices this commitment in daily operations.

2. Basic Approach

1. We support and respect international human rights standards such as the *International Bill of Human Rights* and the *UN Guiding Principles on Business and Human Rights*.
 2. This policy applies to all of our officers and employees, and we also expect respect for human rights across our entire value chain, including group companies, suppliers, and business partners.
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3. Human Rights Issues to Be Respected

[Human Rights in the Workplace]

- Prohibition of discrimination
- Prohibition of inhumane treatment
- Provision of a safe and healthy working environment
- Respect for freedom of association and the right to collective bargaining
- Ensuring appropriate working hours and wages
- Prohibition of forced labor and child labor

[Other Key Issues]

- Respect for the rights of indigenous peoples and local communities
 - Consideration for the global environment
 - Promotion of Diversity, Equity & Inclusion (DE&I)
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4. Code of Conduct

1. Human Rights Due Diligence

We will identify negative impacts on human rights in our operations, work to prevent and mitigate them, and promptly take corrective action should they become evident.

2. Consultation and Reporting

If you become aware of concerns or issues related to human rights, please promptly consult or report them through the designated channel.

- Contact point: Human Resources Department, Headquarters
- Email: office2@akiyamas.co.jp

※ No employee will suffer any disadvantage or retaliation as a result of consulting or reporting.

3. Respect for International Standards

In cases where there is a conflict between the laws of the countries or regions in which we operate and international standards, we will pursue ways to respect international standards.

5. Continuous Initiatives

1. Education and Awareness

We will conduct regular training and awareness programs on human rights for all officers and employees.

2. Governance and Management System

Compliance with this Human Rights Policy will be regularly discussed and reported to the Sustainability Committee and the Board of Directors to ensure its effectiveness.

3. Information Disclosure

We will periodically disclose the progress of our human rights initiatives and strive to ensure transparency.

6. Conclusion

Together with the people of Isehara,

“The seeds we sow will one day bear fruit and be passed on to the next generation.”

The ones who will bring this future to life are each and every one of our officers and employees.

With respect for human rights at our core, we will continue to sow seeds in this town.

September 1, 2025

A'S Holdings Co.,Ltd.,

President & CEO Tetsuya Akiyama