

OPEN HOUSE Group's Human Rights Policy

We are aware that our business activities and provision of products and services may affect the human rights of our stakeholders including customers, business partners, neighboring residents, and employees. We respect and support various international human rights standards* and have established this Policy, as well as endeavor to conduct business activities according to the Policy.

1. Commitment to Respecting Human Rights

We comply with the following items and do not infringe on the human rights of any of our stakeholders. Where negative impacts on human rights are recognized, we will enact timely, appropriate and responsible policies.

- We reject all forms of discrimination, harassment, or inhumane treatment based on nationality, ethnicity, gender, religion, faith, age, sexual preference, disability, or any other reason.
- We effectively eliminate all forms of child labor and forced labor in our value chain, including the Group and its business partners. Furthermore, we reject all forms of unjust labor including excessive working hours and labor below the minimum wage. We respect the freedom of association and collective bargaining rights for the employees, etc. of the Group and its business partners, and do not engage in actions that discourage these rights. We comply with national laws and regulations associated with our business activities, and where national standards do not meet international human rights standards, we endeavor to comply with stricter standards.
- We identify negative impacts on human rights associated with the Group's business activities and perform human rights risk assessments based on the "United Nations Guiding Principles on Business and Human Rights" to prevent and minimize these impacts.

2. Scope of Application of This Policy

- This Policy applies to all officers and employees of the Group.
- We make this Policy and the "OPEN HOUSE Group's Basic Policy on Responsible Procurement" known to the Group's business partners (suppliers, etc., including contractors) and expect them to act in compliance with these policies.

This Policy has been created with the expert advice of external experts and internal relevant parties.

* "United Nations Guiding Principles on Business and Human Rights," "International Bill of Human Rights (Universal Declaration of Human Rights and International Covenants on Human Rights)," "ILO Declaration on Fundamental Principles and Rights at Work," "The Ten Principles of the UN Global Compact," etc.