

# Group Basic Policy on Respect for Human Rights

The GVE Group supports the Universal Declaration of Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work and its Follow-up, and the Guidelines for Respect for Human Rights in Responsible Supply Chains, etc. (hereinafter referred to as the "Guidelines for Respect for Human Rights") established by the Japanese government. Based on the Guidelines for Respect for Human Rights, this policy is established to ensure that each GVE Group company and its officers and employees respect internationally recognized human rights and comply with the international human rights obligations of the countries in which they operate, as well as relevant laws and regulations, as a corporate group operating globally.

## **1 Scope of application**

The scope of this Basic Policy shall apply to GVE Corporation, its subsidiaries, and their officers and employees. We will also encourage GVE Group's business partners to support this basic policy and to respect human rights, and we will work with them to promote respect for human rights.

## **2 Responsibility to respect human rights**

GVE Group understands that its business activities may have a direct or indirect negative impact on human rights. We are committed to the human rights of our rights-holders.

We will fulfill our responsibility to respect human rights by not violating the human rights of rights-holders and, when it becomes clear that we have caused or contributed to negative impacts on human rights, by taking appropriate measures to correct the situation.

## **3 Conduct human rights due diligence**

The GVE Group assesses the actual and potential negative human rights impacts of the Group's business on the human rights of stakeholders with whom it interacts and works to reduce and prevent such impacts. The GVE Group also recognizes the importance of dialogue with its

directors, officers, employees, and stakeholders who are affected or potentially affected by the GVE Group's business activities, and will engage in dialogue with them on human rights issues related to the Group's business.

#### **4 Remedies**

If it becomes clear that its business activities have a negative impact on human rights, the GVE Group will take appropriate measures to correct the situation, including encouraging its business partners, such as sales partners and contractors, to do so.

#### **5 Education and awareness**

GVE Group will provide appropriate training and education on respect for human rights and awareness-raising activities to ensure that officers and employees understand this Basic Policy and put it into practice in their business activities.

Effective June 28, 2024