

Press Release



TOKAI TOKYO FINANCIAL HOLDINGS, INC.

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(8616; PRIME Market, PREMIER Market)

March 22, 2024

Re: Notice of establishment of “Tokai Tokyo Financial Group Human Rights Policy”

We, Tokai Tokyo Financial Holdings Inc., are pleased to inform you that we established the “Tokai Tokyo Financial Group Human Rights Policy” at the Board of Directors Meeting we held today.

To fulfill our mission to achieve a sustainable society, Tokai Tokyo Financial Group has been earnestly engaged through our daily business activities in addressing social issues such as respecting human rights. Based on the recent social circumstances, we have established the Human Rights Policy in line with the “Guiding Principles on Business and Human Rights” that the United Nations laid down. The purpose is to further advance our group-wide campaign to respect human rights.

While we, Tokai Tokyo Financial Group, instill the said policy into the entire group, we will further step up our efforts to deal with the task of human rights respect by encouraging customers, partner business entities, and other parties to work together with us toward the completion of the said task.

(end)

“Tokai Tokyo Financial Group Human Rights Policy”

The Tokai Tokyo Financial Group is actively engaged in social issues through its corporate activities to realize a sustainable society. Based on the concept of “Social Value & Justice comes first”, which is the premise of all of the Group’s corporate activities, we have established Human Rights Policies in accordance with the United Nations Guiding Principles on Business and Human Rights for measures to promote respect for human rights.

1. Respect for international norms

The Tokai Tokyo Financial Group supports and respects international human rights norms such as the International Bill of Human Rights (the Universal Declaration of Human Rights and the International Covenants on Human Rights), the United Nations Guiding Principles on Business and Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, the OECD Guidelines for Multinational Enterprises on Responsible Business Conduct, and the Children’s Rights and Business Principles.

2. Scope

These policies apply to all officers and employees of the Tokai Tokyo Financial Group, including executives, regular employees, and contract employees. We also expect all stakeholders, including customers and partner companies, to respect human rights.

3. Commitment to respect for human rights

In all of its operations, the Tokai Tokyo Financial Group fulfills its responsibility to respect human rights by complying with international norms related to human rights and the laws and regulations of the countries and regions in which it operates. In cases where the products and services provided by the Group or the officers or employees of the Group have caused or are found to have caused an adverse impact on human rights, the Group will respond appropriately to resolve the issue.

The Tokai Tokyo Financial Group carries out and strictly observes the following measures to resolve basic human rights issues.

Respect for the human rights of officers and employees

The Tokai Tokyo Financial Group respects the basic human rights of all officers and employees.

- (1) We will not discriminate on the grounds of race, religion, origin, creed, physical characteristics, sex, sexual orientation, gender identity, disability, nationality, etc. We hire employees in a strict and fair manner.
- (2) We will not tolerate any acts of harassment such as sexual harassment and abuse of authority. In order to prevent human rights violations and harassment in the workplace, we will endeavor to strengthen our systems, including the establishment of reporting and consultation counters.
- (3) We will not engage in any form of unfair labor, including forced labor and child labor.
- (4) We respect employees’ right to organize and bargain collectively based on laws and regulations.
- (5) We comply with laws and regulations related to working hours and strive to reduce long working hours

for employees.

- (6) We will provide our officers and employees with a safe working environment and respect their diverse values.

Respect for the human rights of customers

The Tokai Tokyo Financial Group respects the human rights of every customer. We also hope that the Company shares with customers its concept of respect for human rights and that customers will also work to respect human rights.

Respect for the human rights of partner companies and corporate customers

The Tokai Tokyo Financial Group will share the Group's concept of respect for human rights with its partner companies and corporate customers and encourage them to make efforts to respect human rights.

4. Human rights due diligence

The Tokai Tokyo Financial Group continuously conducts human rights due diligence and strives to prevent and reduce negative impacts on human rights.

5. Remedy and correction

The Tokai Tokyo Financial Group maintains an appropriate system for responding to consultations and complaints regarding human rights from officers, employees, and outside stakeholders, including customers. At the same time, if the Group's operations cause or involve a negative impact on human rights, we will respond promptly and take measures to redress and rectify the situation.

6. Education and Training

The Tokai Tokyo Financial Group makes every effort to ensure that all officers and employees are aware of and understand these policies and provides education and training so that every employee can deepen his or her proper understanding and awareness of human rights.

7. Information disclosure

The Tokai Tokyo Financial Group regularly discloses its progress on measures taken for respecting human rights in integrated reports and on its website to gain an understanding of its stakeholders.

8. Governance

In the Tokai Tokyo Financial Group, the measures taken to enhance the respect for human rights are regularly reported and discussed at Management Meetings and other meetings that broadly discuss sustainability issues at the management level. Moreover, the content is reported to the Board of Directors and supervised. These policies were also approved by the Board of Directors.

9. Dialogue with stakeholders

The Tokai Tokyo Financial Group will strive to strengthen and improve measures taken to enhance the respect for human rights by engaging in dialogue and consultation with relevant stakeholders regarding the measures based on these Human Rights Policies.