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Asahi Broadcasting Group Clarifies its Human Rights Policy

At a meeting held April 8, 2024, the Asahi Broadcasting Group Holdings Corporation (“Company”) Board of Directors resolved to formulate the Asahi Broadcasting Group Human Rights Policy.

The Company formulated the Asahi Broadcasting Group Human Rights Policy to deepen the understanding of human rights among executives and employees, as well as to engage in management and actions that respect human rights.

The text of the Asahi Broadcasting Group Human Rights Policy is attached to this announcement.

Asahi Broadcasting Group Human Rights Policy

To fulfill our social responsibility as a comprehensive content business group serving as a pillar of broadcasting, content, and lifestyle, the Asahi Broadcasting Group Holdings Corporation declared our commitment to respecting human rights and efforts toward creating societies that respect human dignity as part of the Asahi Broadcasting Group Compliance Charter.

Therefore, we established the following Asahi Broadcasting Group Human Rights Policy, stating our commitment to respecting human rights through which we will improve work engagement among executives and employees while striving for the well-being of all stakeholders.

- Scope of This Policy

This policy applies to the Asahi Broadcasting Group, including all executives and employees. We also expect our stakeholders to comply with this policy.

- Respect for and Compliance With Norms and Laws

We respect the International Bill of Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, and the UN Guiding Principles on Business and Human Rights. We comply with all applicable national and regional laws and regulations.

- Our Commitment to Respect Human Rights

We respect human rights in all corporate activities, focusing on the following matters:

- ▷ Prohibit all forms of discrimination and respect diversity

We prohibit discrimination on any basis whatsoever, including, but not limited to gender, age, nationality, race, ethnicity, creed, religion, sexual orientation, gender identity, disability, national origin, marital, or parental status. We aspire to revitalize our organization through diversity and inclusion.

- ▷ Respect worker rights

We respect worker rights, and we refuse to tolerate child labor, forced labor, overwork, harassment, bullying, and any other acts that infringe on human rights. We strive to build good work environments in which every employee works with peace of mind. We endeavor to develop our human capital.

- ▷ Prevent human rights violations and adverse effects on human rights caused by content or services

We recognize our social responsibility and mission as a comprehensive content business group. We strive

to contribute to respect for human rights through our content and services. We place the highest priority on engaging in corporate activities that do not violate human rights.

- Human Rights Due Diligence

We will establish and implement a human rights due diligence mechanism appropriately based on this policy to fulfill our responsibility to respect human rights.

- Responding to Complaints and Providing Consultation

We provide a consultation service available widely to employees and partners to voice concerns and complaints regarding human rights. We address any concerns or complaints received in an appropriate manner.

- Dialogue With Stakeholders

In practicing our human rights policy, we strive to improve and strengthen efforts to respect human rights through ongoing dialogue and consultations with stakeholders.

- Human Rights Policy Awareness and Education

Based on this policy, Asahi Broadcasting Group executives and employees strive to deepen an understanding of human rights. We provide appropriate education and training to prevent any violations of human rights.

- Disclosure

We disclose information on the status of our efforts to respect human rights as appropriate.

The Asahi Broadcasting Group Holdings Corporation Board of Directors approved this policy on April 8, 2024.

April 8, 2024

Susumu Okinaka
Representative Director and President
Asahi Broadcasting Group Holdings Corporation