

Ohashi Technica Group Human Rights Policy

The Ohashi Technica Group aims to become an indispensable player in the automotive industry through our mission of “generating additional value to further establish Ohashi Technica as a trusted company to our global customers.” In conducting our global operations, we recognize that our business activities may directly or indirectly impact human rights. Therefore, as a guideline for fulfilling our responsibility to respect the human rights of all people related to our operations, we hereby adopt the Ohashi Technica Group Human Rights Policy (“the Policy”).

Basic Policy

The Ohashi Technica Group declares in our Environmental, Social and Governance (ESG) Policy to respect the basic human rights of all stakeholders. The Group is also committed to consistently make the efforts to respect human rights in accordance with the United Nations International Bill of Human Rights (Universal Declaration of Human Rights and International Covenants on Human Rights); the International Labour Organization’s Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy and the Declaration on Fundamental Principles and Rights at Work; and the Ten Principles of the UN Global Compact and the UN Guiding Principles on Business and Human Rights.

1. Scope

The Policy applies to all directors and employees of the Ohashi Technica Group. All business partners of the Ohashi Technica Group are also expected to support the Policy and respect human rights.

2. Compliance with Applicable Laws and Regulations

The Ohashi Technica Group is committed to complying with applicable laws and regulations of the countries and areas in which we operate. In cases where local laws and regulations conflict with international human rights standards, we will comply with applicable laws while seeking ways to respect international human rights standards to the greatest extent possible.

3. Human Rights Due Diligence

In line with the procedures prescribed in the Guiding Principles on Business and Human Rights, the Ohashi Technica Group is committed to establish a human rights due diligence process to assess our potential negative human rights impacts, and to work to prevent and mitigate such impacts.

4. Remediation

In the event it becomes clear that our business activities have caused or been involved in adverse human rights impacts, the Ohashi Technica Group will take appropriate corrective measures to remediate such impacts.

5. Education and Training

The Ohashi Technica Group provides appropriate education and training for our employees to ensure the effective implementation of the Policy.

6. Assigning Responsibility

The Ohashi Technica Group appoints a director responsible for the implementation of the Policy to ensure its effective implementation.

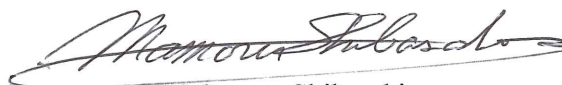
7. Dialogue with Stakeholders

The Ohashi Technica Group holds dialogue and discussions in a sincere manner with stakeholders regarding measures against potential and actual human rights impacts.

8. Information Disclosure

The Ohashi Technica Group will continually disclose information on the status of our efforts to respect human rights in accordance with the Policy.

December 1, 2021



Mamoru Shibasaki

President and CEO