

# **Foster Group Human Rights Policy**

Since its foundation, Foster Group has been committed to respecting human rights under the corporate creed "Sincerity" and with the mindset of "Always tell the truth, be kind to others as well as the planet, and serve with all your heart". In order to respect human rights and prevent, mitigate, and remedy human rights violations in the course of Foster Group's business activities, we have established the following human rights policy as our highest policy regarding human rights. We will continue to contribute to the realization of a sustainable economy and society, maintain and improve our corporate value, and realize a truly global enterprise our future society counts on.

## **1. Basic Concept**

Foster Group recognizes that its business activities may directly or indirectly affect human rights and that it has a responsibility to respect human rights.

We support international human rights principles such as the Universal Declaration of Human Rights, the International Bill of Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, UN Guiding Principles on Business and Human Rights, OECD Guidelines for Multinational Enterprises, and the Ten Principles of the UN Global Compact, and will practice respect for human rights in all aspects of our business activities. We will avoid causing or encouraging human rights abuses through our business activities.

We will comply with the laws and regulations of each country and region in which we operate. If there is a conflict between the laws and regulations of the country concerned and international human rights principles, we will pursue methods that respect internationally recognized human rights.

## **2. Scope**

This policy applies to all officers and employees of the Foster Group. We will also ensure that our business partners, including suppliers and outsourcing vendors, understand this policy and work with us to promote it.

## **3. Management System**

Foster Group regards respect for human rights as one of the most important management issues, and based on the structure of the Sustainability Committee, chaired by the President, the Sustainability Committee will examine the human rights policy, develop and review the promotion system, and implement other measures. In addition, in order to firmly establish the human rights policy, its elements will be reflected in the relevant policies and regulations, as well as actual business activities.

#### **4. Education**

In order to respect the human rights of internal and external stakeholders, Foster Group shall make this policy known to all officers and employees and conduct education and awareness activities.

#### **5. Human Rights Due Diligence and Remedies**

Foster Group will assess the negative human rights impacts of its business activities and implement measures to prevent or mitigate them. If negative impacts are found, we will take due process and appropriate remedial measures in accordance with international norms.

#### **6. Grievance Mechanism**

Foster Group has established a consultation and reporting desk for stakeholder concerns and complaints, and will take appropriate action when violations of human rights are identified.

#### **7. Disclosure of information**

Foster Group will disclose the status of its efforts to respect human rights on its website and through other means.

#### **8. Dialogue with Stakeholders**

Foster Group will utilize outside expertise and maintain an ongoing dialogue with stakeholders affected by its business activities with respect to human rights.

This policy has been approved by the Board of Directors of Foster Electric Company.

February 28, 2024  
Foster Electric Company  
President and CEO  
*Kazuhiro Kishi*