

May 22, 2023

First, IINO Group has established the IINO Group Human Rights Policy (October 27, 2022) as its fundamental policy concerning respect for human rights. Additionally, the IINO Group Procurement Policy (May 25, 2023), which emphasizes respect for human rights in procurement, has been implemented. Based on this procurement policy, the IINO Group Supplier Code of Conduct has been formulated, which obligates suppliers to comply. All of these policies have been approved by the Board of Directors. In this regard, at least the management of IINO LINES demonstrates a willingness to adhere to these policies. However, these policies must be not merely formalities but are effectively implemented. To this end, the CSR Working Team, an interdepartmental organization, was established within the newly formed Sustainability Promotion Department in June 2022, indicating the active promotion of human rights and respect initiatives throughout the entire group. The key lies in whether both the management and frontline staff can sustain their commitment to this issue while maintaining a high level of awareness. If they can do so, effective human rights respect initiatives can be expected to be realized.

Next, the IINO Group identifies and assesses specific negative impacts on human rights by conducting comprehensive inquiries within each department of the company. The risks identified during this process are systematically categorized, considering factors such as frequency of occurrence, potential damage to social credibility, scale, scope, and difficulty of remedy. Prioritizing these risks, the company formulates policies to address them. In terms of specific risks, the report identifies potential human rights violations likely to occur in the shipping industry (e.g., long working hours, accidents involving fire and explosions, environmental pollution, and conflict minerals). Additionally, it identifies risks of human rights violations (discrimination and harassment) likely to occur in the real estate industry and the corporate sector in general. The report takes all of these risks into account. Therefore, it can be said that the company is aware of potential negative impacts based on the characteristics of its business and is considering appropriate responses to the identified risks based on priority.

Furthermore, efforts are being made to foster cooperative relationships with relevant companies, as indicated by the IINO Group Procurement Policy and IINO Group Supplier Code of Conduct mentioned earlier. The establishment of such cooperative relationships depends on the future implementation of the procurement policy and code of conduct. The key lies in whether the management recognizes the importance of

proper implementation of these policies and whether this recognition can be instilled in the workplace.

Dialogue with other stakeholders is also crucial. The "Guidelines for Respecting Human Rights in Responsible Supply Chains" issued by the Ministry of Economy, Trade and Industry (METI) in September 2022 advocate for promoting dialogue with relevant stakeholders according to the risks involved in promoting human rights respect (as some violations may be prevented through such dialogue). As the IINO Group moves forward, it should be aware of specific measures in this regard as outlined in the METI guidelines.