



IINO Group Human Rights Policy

The IINO Group (the Group), as a global company, recognizes that respecting the human rights of all people is a social responsibility that we must fulfill as a corporation, and has established the "The IINO Group Human Rights Policy (the Policy)" as the top policy regarding human rights based on the Corporate Philosophy. The Group shall fulfill our responsibility to respect human rights by respecting the human rights of all stakeholders involved in our business activities and by addressing any direct or indirect adverse impact on human rights that may be caused by any of our business activities.

1. Scope of Application

The Policy is intended to demonstrate the IINO Group's responsibility to respect human rights and applies to all officers and employees of IINO Kaiun Kaisha, Ltd. (IINO) and its subsidiaries. We will also strive to encourage all our business partners, including suppliers, to support the Policy.

2. Respect and observance of international norms and laws related to respect for human rights

The IINO Group respects internationally recognized human rights as stipulated in the International Bill of Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, the Maritime Labour Convention 2006, and the Children's Rights and Business Principles and conducts its business activities in full compliance with the United Nations Guiding Principles on Business and Human Rights. We support the Ten Principles of the United Nations Global Compact as a signatory.

In addition, the IINO Group complies with the laws and regulations applicable in each country and region where we conduct business activities. Where there is a conflict between internationally recognized human rights and the laws and regulations of each country or region, we will pursue ways to respect internationally recognized human rights.

3. Respect for human rights

The IINO Group prohibits discrimination based on nationality, race, religion, age, gender, physical or mental disability, sexual orientation, or any other unreasonable grounds. We strive to prohibit long working hours, harassment, forced labor, and child labor, to respect freedom of association by the laws of each country and region and collective bargaining rights, and to ensure providing living funds over the minimum wage and safety and health in the workplace.

4. Implementation of Human Rights Due Diligence

The IINO Group will establish a human rights due diligence mechanism, identify any actual or potential adverse impacts on human rights in the Group's business activities and value chain, and continue to implement initiatives in order to prevent or minimize those impacts. The Group will appropriately disclose information on its efforts and progress in respecting human rights through our website and Integrated Reports.

5. Remedy

Where it is identified that the IINO Group has caused, contributed to, and participated in an adverse impact on human rights in the course of its business activities directly or indirectly, we shall work on remedy through appropriate measures. The Group is committed to effective remediation.

6. Dialogue and Consultation with Stakeholders

The IINO Group will continuously improve and strengthen its initiative to respect human rights, through engaging in dialogue and consultation with relevant stakeholders on how to respond to any actual or potential adverse impacts on human rights in our Group's business activities.

7. Education and training

In order to ensure that the Policy is incorporated into our overall business activities and effectively conducted, The IINO Group will provide appropriate education and training to our officers and employees.

This Policy was approved by the Board of Directors on October 27, 2022.

This policy was revised by the Board of Directors on May 25, 2023.

May 25, 2023
IINO Kaiun Kaisha, Ltd.