

G-TEKT Human Rights Policy

G-TEKT's Credo incorporates "Respect human dignity", "Cutting-edge technology" and "Sound corporate management".

These are our principles of conduct, which is to seek wisdom of the many by understanding and respecting the ideas and standpoints of others, to contribute to society by creating innovative technologies based on free thinking, and to make steady progress in business as a good corporate citizen living in society.

Based on these three Credos, G-TEKT Human Rights Policy has been established to respect and care for human rights of all stakeholders involved with G-TEKT. Through actions in accordance with this policy, we will strive to achieve sustainable growth and increase our corporate value over the medium to long term as a company that society expects to exist.

1. Respect for international norms on human rights

We are committed to respecting human rights that are set out in the International Bill of Human Rights and the International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work. We also endorse the Guiding Principles on Business and Human Rights as our corporate responsibility, and conduct our business activities in accordance with these principles.

We comply with applicable laws and regulations of each of the countries and regions in which our business activities are conducted. If requirements of the local laws and regulations are in conflict with internationally recognized human rights, we will seek ways to honor the internationally recognized human rights.

2. Scope of application

This policy applies to all officers and employees of the G-TEKT Group (G-TEKT Corporation and its subsidiaries).

We also expect and seek the understanding and support of all stakeholders, including our business partners, for the respect for human rights in line with this policy.

3. Identifying and addressing priority issues

We are aware of the negative impacts on human rights that arise from our business activities, and we are working to resolve them as our priority issues.

We recognize that our key human rights issues may change constantly, and in order to practice respect for human rights incessantly, we will be permanently committed to the following activities;

- Human Rights Due Diligence

We will conduct human rights due diligence as a means of analyzing, assessing, and preventing or mitigating the negative human rights impacts of our business activities.

- Remedy

If it becomes clear that our business activities have caused or promoted negative impacts on human rights, we will take appropriate measures to correct the situation and establish and maintain an effective reporting and complaints handling mechanism.

- Engagement with Stakeholders

We will identify human rights issues through sincere dialogue with our stakeholders and respond appropriately to them.

- Education

We will educate and enlighten our officers and employees to ensure that this policy is widely understood and firmly established.

- Information disclosure

We will report to our stakeholders on our efforts to respect human rights through various reporting media.

Governance and management system

The supervision of the implementation of this policy will be the responsibility of the Compliance Officer of G-TEKT CORPORATION.

The Compliance Officer will report regularly to the company's Board of Directors on the status of implementation.

January 24, 2025
G-TECT CORPORATION
Naohiro Takao
President and CEO

【Human Rights Policy Appendix :Our Priority Issues】

(1) Prohibition of discrimination and respect for diversity

We do not tolerate discrimination of any kind on the basis of race, ethnicity, creed, religion, gender, gender identity, sexual orientation, nationality, social status or position, age, disability, or illness. We also respect each individual with their diverse values and personalities, and support them to play an active role in a fair manner.

(2) Prohibition of forced labor and child labor

We always think of vulnerable populations and do not tolerate any form of forced or child labor.

(3) Provide safe and healthy working environments

We will comply with labor-related laws and regulations and do not tolerate any form of harassment, including power harassment and sexual harassment, in order to provide an environment in which employees can work with peace of mind in a workplace that ensures their physical and mental safety.