

# Valuence Group Human Rights Policy

The Valuence Group has set "Circular Design for the Earth and Us" as our purpose, as we believe it is essential to enhance sustainability, including the global environment, and to establish our competitive advantage over the medium to long term. As part of our efforts to fulfill our purpose, we aim to achieve co-prosperity with our shareholders, customers, business partners, employees, and society, as well as to maximize the sustainable growth of the Valuence Group and our corporate value.

Respect for human rights is the most important and fundamental requirement of our business activities, and we have established the "Valuence Group Human Rights Policy" (the "Policy") to put this into practice. The promotion of this Policy and respect for human rights is carried out by the ESG Promotion Committee, which formulates plans and measures and manages our progress under the supervision of the Board of Directors. This Policy will be reviewed periodically and may be revised in response to stakeholder requests, business developments and changes in the external business environment.

## 1. Scope of application

This Policy defines all officers and employees of the Valuence Group (including full-time, part-time, contract and temporary employees) as the primary subjects of protection and practice of human rights. We will reflect this Policy in our business operation procedures and relevant internal regulations to promote respect for human rights in all business activities of the Valuence Group.

The Valuence Group also expects our business partners and other relevant stakeholders to support this Policy and respect human rights. If we identify an event suspected of human rights violations, we will encourage our business partners to rectify such violations.

## 2. International standards

The Valuence Group supports and respects international human rights standards, including:

- International Bill of Human Rights (Universal Declaration of Human Rights, International Covenant on Civil and Political Rights, and International Covenant on Economic, Social and Cultural Rights),
- ILO Declaration on Fundamental Principles and Rights at Work,
- UN Guiding Principles on Business and Human Rights,
- OECD Guidelines for Multinational Enterprises.

## 3. Commitment

The Valuence Group is committed to the following human rights issues:

- Elimination of discrimination based on race, color, gender, religion, political beliefs, ethnic origin, social status, age, nationality, disability, sexual orientation, gender identity, or any other grounds,
- Elimination of physical and mental abuse, physical punishment, bullying, harassment, etc.,
- Prohibition of forced labor and child labor,
- Respect for freedom of association and the right to collective bargaining,
- Equality in employment,
- Maintenance of a safe, secure, and healthy work environment,
- Ensuring minimum wage and consideration for living wage,
- Appropriate management of working hours and reduction of long working hours.

#### **4. Human rights due diligence**

The Valuence Group will establish a human rights due diligence mechanism in accordance with the UN Guiding Principles on Business and Human Rights. We will conduct ongoing human rights due diligence to identify negative impacts and risks to human rights and work to prevent and mitigate them.

#### **5. Rectification and remedy**

The Valuence Group strives to appropriately remedy and rectify any negative impact on human rights by establishing the whistleblower system, where whistleblowers can report directly to the recipients, including outside attorneys designated by the Company, in a manner that prevents the identification of whistleblowers. In addition, we will consider establishing a mechanism for relevant stakeholders to report concerns about human rights, etc.

#### **6. Stakeholder dialogue and consultation**

Regarding this Policy and a series of initiatives to respect human rights, the Valuence Group will sincerely engage in dialogue and consultation with stakeholders who may have a direct or indirect negative impact on human rights through our business activities. We will also reflect stakeholders' opinions through dialogue with experts such as lawyers specializing in human rights issues.

#### **7. Education and awareness**

The Valuence Group will provide appropriate education, including regularly scheduled training to all employees to raise awareness of human rights and to implement this Policy in all our business activities.

#### **8. Information disclosure**

The Valuence Group will disclose information on the progress of our efforts to respect human rights in a timely and appropriate manner.

## **9. Establishment and revision of this Policy**

This Policy shall be established and revised by the Board of Directors of Valuence Holdings, Inc.

Established August 26, 2021

Revised December 26, 2023

Valuence Holdings, Inc.

Representative Director

Shinsuke Sakimoto