

ZENRIN Group Human Rights Policy

At ZENRIN Group, our Corporate Philosophy is to contribute to people's lives by creating ZENRIN Geospatial Information.

Because the nature of ZENRIN Group's business means that we have a close relationship with society and have a strong awareness of the public interest, we believe that utilizing location information to solve social issues and to contribute to the realization of a safe and secure society are our societal responsibility and public mission.

The ZENRIN Group Charter of Corporate Behavior (hereinafter referred to as "Charter of Behavior") is what we follow and implement in order to fulfill our societal responsibility and public mission. We have also set our ZENRIN Group Standards of Behavior (hereinafter, "Standards of Behavior") as a code of conduct that embodies our Conduct Charter.

This Human Rights Policy has been established to fulfill ZENRIN Group's responsibility to respect human rights based on our Charter of Behavior and Standards of Behavior.

This Human Rights Policy has been resolved by the Board of Directors of each Zenrin Group company.

1. Basic Approach Regarding Human Rights

ZENRIN Group supports and respects the following international principles and standards based on the United Nations Guiding Principles on Business and Human Rights.

- *International Bill of Human Rights
- *ILO Declaration on Fundamental Principles and Rights at Work
- *Ten Principles of the UN Global Compact
- *Children's Rights and Business Principles

2. Scope of Application

This human rights policy applies to all executives and employees at ZENRIN Group. In addition, all our business partners, including our suppliers, should understand and support this human rights policy, and we will promote efforts for respecting human rights.

3. Human Rights Due Diligence

ZENRIN Group will establish systems for human rights due diligence and conduct them appropriately to fulfill our responsibility of respecting human rights, in light of the nature of our business and the severity of negative risk of human rights violation.

4. Corrections and Relief

In the event that ZENRIN Group has caused or encouraged a negative impact on human rights, we will strive to correct the situation and establish systems that make appropriate relief possible through appropriate procedures.

5. Education and Training

ZENRIN Group will provide appropriate education and training to all our executives and employees in order to effectively implement this human rights policy.

6. Stakeholder Engagement

ZENRIN Group will hold constructive talks and discussions with relevant stakeholders, including expert opinions, in order to ascertain, evaluate, prevent, and reduce negative impacts on human rights that occur in our business activities.

7. Information Disclosure

ZENRIN Group will appropriately disclose information on the progress and result action plan for human rights through our official website and other communication methods.

8. Promotion Framework

ZENRIN Group will assign a sustainability officer as the person in charge of this Human Rights Policy, and promote efforts for respecting human rights based on this Human Rights Policy.

Date of Enactment April 1 2025