

CATALER CORPORATION Human Rights Guidelines

We, CATALER CORPORATION (hereinafter referred to as "we" or "us"), support the UNITED NATIONS GUIDING PRINCIPLES ON BUSINESS AND HUMAN RIGHTS (hereinafter referred to as the "UN Guiding Principles") and are committed to respecting human rights in accordance with these principles. Based on our management philosophy of "Keep strict observance of, and respect for, the language and spirit of all foreign and domestic laws and regulations, and engage in fair and open business practices," we promote our business activities with the aim of being the best company in town, which is loved and relied upon by local residents, in each country and region where we conduct our business. The automotive industry is supported by a great number of people, including local residents, suppliers, other business partners, and customers. We will continue to improve ourselves and protect the human rights of our customers and all people involved in our business activities so that we can continue to be useful to everyone and be needed by society. These Guidelines are to be observed by each and every one of us working at CATALER, and are positioned as the highest guidelines for human rights in business activities by CATALER.

1. Commitment to Respect Human Rights

We understand that our business activities may potentially or actually impact human rights. We will take utmost care not to infringe on the human rights of others, and we will have a sense of ownership with regards to negative human rights impacts caused in the course of our business activities. If our business partners or other related parties are involved in negative impacts on human rights, we will encourage them to respect and not violate human rights in accordance with these Guidelines. We will learn from international norms, including the Universal Declaration of Human Rights, and address issues related to human rights. These Guidelines are based on the UN Guiding Principles and are designed to ensure that CATALER respects internationally recognized human rights and thoroughly complies with the international human rights obligations of the countries in which we operate, as well as relevant laws and regulations. In the unlikely event that a country's laws and regulations differ from international human rights norms, we will follow the higher standard. In cases of any conflict, we will seek ways to maximize respect for internationally recognized human rights.

2. Scope of Application

These Guidelines apply to all officers and employees of CATALER (CATALER CORPORATION and its consolidated subsidiaries). We also hope that all of our business partners, including our suppliers, understand and support these Guidelines.

3. Human Rights Due Diligence

In order to fulfill our responsibility to respect human rights, we will establish a system of human rights due diligence*, which we will implement on an ongoing basis. (*A process implemented to identify, prevent, and mitigate negative human rights impacts)

4. Remediation and Redress

When it becomes clear that we have caused or contributed to negative impacts on human rights, we will work to rectify such impacts through appropriate means, expand the consultation services established in Japan and other regions, and develop effective redress mechanisms.

5. Education

We will provide appropriate education and skill development to our officers and employees to ensure that these Guidelines are disseminated both internally and externally, and we will strive to promote understanding of these Guidelines among our suppliers and other business partners. We will also reflect these Guidelines in relevant principles, guidelines, and other necessary procedures to ensure that these Guidelines take root throughout our business activities.

6. Progress Check and Information Disclosure

We will continuously monitor our compliance with the Human Rights Guidelines and make improvements as necessary. We will disclose information regarding our efforts and progress in disseminating the Human Rights Guidelines through CATALER's official website and other means of communication, as appropriate.

7. Dialogues and Consultations with Stakeholders

We will consult with third-party organizations specializing in human rights regarding any adverse impact on human rights, as well as engage in dialogues and consultation with internal and external stakeholders. The Guidelines above were approved by the Management Committee of CATALER CORPORATION on October 31, 2023.

November 1, 2023
Masashi Ishida
President and CEO
CATALER CORPORATION