

SIIX Group Response to Human Rights Issues

SIIX Corporation and its group companies ("we") have identified the following human rights issues that are particularly relevant to our business activities and will address them appropriately in accordance with applicable laws and regulations and internationally recognized human rights standards.

1. Prohibition of Forced Labor

- (1) We do not tolerate any form of forced labor, debt bondage, human trafficking, or modern slavery.
- (2) We do not engage in any practice that forces individuals to work through violence, threats, coercion, confinement, intimidation, improper confiscation of identity documents, debt, or any other inappropriate means.
- (3) We respect workers' freedom of movement and their right to terminate their employment relationship freely.

2. Freedom of Employment and Fair Employment Practices

- (1) We do not require workers to pay recruitment fees, placement fees, referral fees, travel expenses, visa processing fees, deposits, or any other similar fees, whether directly or indirectly, in order to obtain employment opportunities.
- (2) We provide workers with written employment agreements in their native language or in a language they can understand.
- (3) We do not require workers to surrender or deposit original government-issued identification documents, passports, work permits, or other documents related to travel or employment. Where such documents are required for administrative procedures, they will be returned to the worker promptly.

3. Prohibition of Child Labor and Protection of Young Workers

- (1) We do not tolerate any form of child labor in our business activities. For the purposes of this Policy, a child means any person under the highest of the following ages: 15 years of age, the age for completing compulsory education, or the minimum age for employment under applicable laws and regulations.
- (2) We do not require workers under the age of 18 to perform work that may jeopardize their health or safety, including night work.
- (3) To prevent child labor, we verify the age of workers appropriately through government-issued documents or other reliable means prior to employment.

4. Prohibition of Discrimination and Promotion of Diversity

- (1) We do not discriminate in recruitment, assignment, promotion, compensation, training, disciplinary actions, termination of employment, or any other aspect of employment on the basis of race, color, sex, age, nationality, ethnicity, religion, beliefs, disability, medical history, sexual orientation, gender identity, political opinion, social status, or any other protected characteristic.
- (2) We respect the individuality and diversity of each employee and strive to create a fair and inclusive workplace where everyone can fully realize their potential.

5. Prohibition of Harassment and a Workplace that Respects Human Dignity

- (1) We do not tolerate any form of harassment in the workplace. We prohibit any conduct that undermines the dignity of individuals, including sexual harassment, abuse of authority or position, psychological or physical harassment, and harassment conducted through online or digital environments.
- (2) We strive to maintain and enhance a workplace environment where all employees respect one another and can work with dignity.

6. Provision of a Safe and Healthy Working Environment

- (1) We comply with applicable occupational health and safety laws and regulations and continuously work to maintain a workplace environment where employees can work safely and healthily.
- (2) Through the identification of workplace hazards, risk assessments, implementation of appropriate preventive measures, and the provision of occupational health and safety training, we strive to prevent work-related injuries and illnesses and promote initiatives that support the physical and mental health and well-being of our employees.

7. Respect for Freedom of Association and the Right to Collective Bargaining

- (1) We respect the rights of employees, in accordance with applicable laws and regulations, to form, join, or not join labor unions of their own choosing and to engage in collective bargaining.
- (2) We do not engage in discrimination, retaliation, or any other adverse treatment based on union membership or participation in collective bargaining activities.
- (3) Even where labor unions do not exist, we strive to maintain constructive labor-management relations by engaging in appropriate communication with employees and exchanging views on working conditions and workplace environments.

8. Fair Wages and Working Hours

- (1) We comply with applicable laws and regulations relating to wages, including minimum wage requirements, and strive to support the achievement of living wages.
- (2) We comply with applicable laws and regulations relating to working hours and strive to prevent excessive working hours.
- (3) We pay appropriate premium wages for overtime work in accordance with applicable laws and regulations.

9. Protection of Privacy and Data Security

- (1) We respect the privacy rights of all individuals, including employees, customers, suppliers, and other business partners.
- (2) We collect, use, manage, and protect personal information appropriately in compliance with applicable data protection laws and regulations and our internal policies.
- (3) We implement appropriate data security measures and strive to ensure the secure management of information.

10. Respect for Human Rights in Local Communities and Consideration for Environmental and Social Impacts

- (1) We recognize the impacts that our business activities may have on local communities and respect human rights related to the lives, culture, environment, and property of community members.
- (2) We respect rights related to land and natural resources, including both legal and customary rights, and do not participate in or contribute to forced evictions or land grabbing. Where our business activities may affect Indigenous Peoples or local communities, we respect the principle of Free, Prior and Informed Consent (FPIC).
- (3) We consider the conservation of water resources and biodiversity and strive to avoid or minimize adverse impacts through dialogue with local communities. We also work to ensure access to appropriate remedy through the establishment and operation of grievance mechanisms.
- (4) We strive to reduce environmental impacts by preventing pollution and promoting the effective use of resources, thereby contributing to the sustainable development of local communities.

Established on: 23 July, 2026