

# Main Areas of Progress since FY2022



## System for Promoting Respect for Human Rights

- Discussing human rights initiatives at executive level including the Executive Management Committee and regularly reporting to Risk Committee and Board of Directors
- Discussed ways to strengthen human rights initiatives based on advice from outside experts at the July 2023 Sustainability Promotion Committee



## Grievance Mechanism

- Joined Japan Center for Engagement and Remedy on Business and Human Rights (JaCER), which provides a grievance acceptance platform, to improve access to remedy
- Undertook actions based on feedbacks and complaints from stakeholders

## Human Rights Due Diligence (HRDD)

- Implemented based on HRDD approach stated in Human Rights Policy
- Conducting enhanced HRDD (e.g., engagement and continuous monitoring) when human rights issues are detected

### Responsible Financing and Investment

- Examined responses to environmental/social issues (including forced labor, child labor and human trafficking, business in conflict areas) and conducted HRDD

### Responsible Procurement

- Conducted human rights risk screening using external data
- Promotion of adding CSR clauses including respect for human rights in contract documents

### Employees

- Revision to DEI Commitment

### Clients

- Expanded support and solutions to enhance clients' human rights initiatives

## Performance

Enhanced HRDD: 7 cases (2 in Japan, 5 in overseas)

Initial screening conducted with external data  
Annual verification: approx. 730 companies

Gross number of companies included in negative screening process: approx. 2,400 companies

Set targets and implemented initiatives to ensure and respect diversity

Collaboration with LSEG (London Stock Exchange Group)

## Stakeholder Engagement

- Conducted educational activities on human rights
- Engaged in dialogue with stakeholders including customers, suppliers, investors, and human rights experts

## Disclosures

- Publication of Human Rights Report 2023

[Newly Added] Status of conducting HRDD and others