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TV Asahi Holdings Corporation

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Establishment of TV Asahi Group Human Rights Policy

TV Asahi Holdings Corporation hereby announces that it has established the TV Asahi Group Human Rights Policy (the “Policy”) which has been resolved at the Board of Directors meeting held today. Based on this Policy, the Sustainability Committee will establish an organizational system in order to examine and implement measures that are aligned with the respect of human rights.

TV Asahi Group Human Rights Policy

■ Purpose

The corporate mission of the TV Asahi Group is to “take part in building a society that encourages the pursuit of dreams and hopes by providing information and content that are both inspiring and worthy to society through broadcasting and other business activities.” We believe that all business activities, including delivering timely and accurate news and high-quality entertainment and other content, can be pursued only by respecting human rights and diverse values.

The TV Asahi Group Human Rights Policy has been established to clarify our attitude towards and initiatives for all manners of human rights, which includes the TV Asahi Holdings Compliance Charter and TV Asahi’s program production standards.

All officers and employees at TV Asahi Group reacknowledge the importance of respecting human rights and in order to surely continue to fulfill our public duty, including other businesses, and to gain trust from society by pursuing initiatives that respect human rights, we have established the Human Rights Policy.

■ Scope of Application

The Policy applies to all officers and employees of the TV Asahi Group.

We also anticipate all business partners of TV Asahi Group affairs to comply with the Policy.

■ **Commitment to Respect of Human Rights**

We support and respect international norms on human rights, such as the International Bill of Human Rights and the ILO Declaration on Fundamental Principles and Rights at Work and will implement future businesses in line with the UN Guiding Principles on Business and Human Rights.

■ **Prohibition of Discrimination**

We aim to create a world where everyone is able to live with equity regardless of nationality, ethnicity, race, religion, age, gender, disability, disease, origin, occupation, gender identity, sexual orientation, etc. We will particularly be aware and respect the human rights of those who are socially vulnerable, minorities and minors.

■ **Respect of Workers' Rights**

We will provide a healthy working environment, including appropriate working hours and content of work. Forced labor and child labor shall be prohibited, and freedom of association and the right to collective bargaining shall be respected. By considering both physical and mental attributes, we aim to create a workplace where everyone can work comfortably. We will not accept any acts of harassment that harm individual dignity and/or character.

■ **Respect of Human Rights in Content and Services Provided**

In all types of content and services, including broadcasting and video distribution, we will at all times be aware of our public duty and social responsibility, protect freedom of expression, respect the human rights of performers and interviewees, etc., as well as those beyond, and strive to create a society where each one of us are respected.

■ **Endeavors to Respect Human Rights**

At TV Asahi Holdings, the Sustainability Committee will establish a human rights due diligence system. The system shall aim to identify any negative impact of our business activities on human rights and be conducive to preventing and mitigating such impacts. Together with gaining advice from external experts, we shall continuously assess whether this mechanism works properly. In addition, we will establish a human rights helpline where anyone can speak up and, in the event, any negative impact on human rights is identified, immediately take action

to correct and/or remedy them together with business partners. We will disclose information as appropriate on such efforts to respect human rights.

The Policy and its measures will be thoroughly communicated to the officers and employees of the TV Asahi Group.

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