December 23, 2024

Toru Noda
President and Representative Director, CEO
Solasto Corporation
(Securities Code: 6197 TSE PRIME)

Solasto Group Human Rights Policy Formulated

Solasto Corporation (TSE: 6197, “the Company”) has formulated the Solasto Group Human Rights Policy, which is included in the appendix, based on international standards including the UN Guiding Principles on Business and Human Rights. The goal of this is to enable the entire Solasto Group to promote initiatives to ensure respect for human rights, one of our material issues which is of great importance.

Corporate site:
https://www.solasto.co.jp/en/company/sustainability/humanrights/

Investor Relations Office
ir@solasto.co.jp

This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the Japanese original shall prevail.

(Attachment)

Solasto Group Human Rights Policy

The Solasto Group has formulated the following Solasto Group Human Rights Policy (the "Policy") aiming to promote business activities that respect the human rights of all stakeholders based on the Group's responsibilities and its awareness of the issues as a provider of healthcare, elderly care, childcare and other services that are indispensable to society.

1. Compliance with human rights standards and principles

The Solasto Group has formulated the Policy and promotes initiatives respecting human rights in compliance with guidelines such as the UN Guiding Principles on Business and Human Rights and the OECD Guidelines for Multinational Enterprises published by the Organisation for Economic Co-operation and Development regarding human rights as defined in the International Bill of Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work and other guidelines.

2. Scope

All executives and employees of the Solasto Group are subject to the Policy. To promote respect for human rights throughout our business activities, our executives, employees and all stakeholders concerned with the Solasto Group’s business activities are encouraged to respect human rights in accordance with the Policy.

3. Prohibition of discrimination

The Solasto Group will not discriminate in any way based on gender, age, nationality, religious faith, ideology, social status, sexual orientation, ability or any other attribute. We also strive to ensure that all of our workplaces are richly diverse and the individuality of the employees who work in them is respected.
Diversity Policy:
https://www.solasto.co.jp/en/company/diversity/

4. Safe work environments and proper wages

To ensure the physical and mental health and safety of its employees, the Solasto Group develops and maintains safe work environments and properly manages work hours and wages. We will not condone any act of harassment and will properly react to harassment-related risks impacting employees at workplaces and whenever a service is provided.

5. Prohibition of forced labor and child labor

The Solasto Group will not allow forced labor, child labor or any other kind of labor that infringes upon human rights.

This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the Japanese original shall prevail.

6. Providing safe services

The Solasto Group treats its customers to whom it provides services impartially. To provide safe and reliable services, we prohibit any act that may lead to abuse or the any other infringement on human rights during the provision of a service. We also encourage activities to eliminate such acts.

7. Protection of privacy

The Solasto Group manages individuals' personal information properly in compliance with its policy on the protection of personal information.

8. Human rights due diligence

By continuing to conduct its human rights due diligence, the Solasto Group identifies issues where the Group may negatively impact human rights through its business activities and it seeks to prevent and mitigate this. Further, we remain aware of the possibility that the human rights environment may change over time and we will review our human rights due diligence efforts periodically.

9. Education

Our executives and employees are continuously provided with appropriate education and training so that the actions based on the Policy are properly implemented in the Solasto Group's business activities.

10. Remedies

If the Solasto Group's business activities are shown to have negatively impacted human rights, the Group will implement appropriate procedures to remediate the situation and provide relief.

11. Reporting

The Solasto Group continually monitors the status of its compliance with the Policy and, whenever necessary, reports on the efforts to respect human rights based on the Policy and their progress.

December 2024
Solasto Corporation
President and CEO
Toru Noda

This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the Japanese original shall prevail.