

Mori Trust Group Human Rights Policy

We, Mori Trust Co., Ltd. and its group companies (hereinafter referred to as the “Mori Trust Group”), based on the “Mori Trust Group Human Rights Policy” (hereinafter referred to as the “Policy”), are committed to promoting initiatives that respect human rights in order to minimize any potential negative impact on the human rights of our stakeholders arising from our business activities, thereby fulfilling our responsibility to respect human rights.

This Policy has been established based on the United Nations “Guiding Principles on Business and Human Rights” with the aim of clarifying the Mori Trust Group’s policy on respecting human rights and expressing our commitment to society.

This policy applies to all officers and employees (including dispatch employees) of Mori Trust Group (hereinafter simply referred to as “Officers and Employees”). At the same time, we will encourage Mori Trust Group’s business partners, including clients and business partners, to support the Policy and respect human rights.

1 Respect for human rights norms

At Mori Trust Group, we respect international human rights norms related to human rights, such as the International Bill of Human Rights and the ILO Declaration on Fundamental Principles and Rights at Work, which are applicable to Japan.

We will also comply with laws and regulations applicable to the countries and regions in which we operate. If the laws and regulations of each country or region differ from international human rights norms, we will comply with higher standards, and if there is a conflict, we will comply with international human rights norms.

2 Mori Trust Group's efforts to respect human rights norms

Since our founding, we at the Mori Trust Group have consistently promoted our business with the aim of achieving sustainable coexistence with society, guided by our management philosophy: “Our company is an instrument of the public,” “Our company lasts with society,” and “We develop business based on strategies and tactics.” In 2021, we also announced our Vision for the Promotion of Sustainability, “From Urban Planning to Future Building,” and have since been setting annual sustainability goals. Through these efforts, we are steadily implementing concrete initiatives aimed at achieving harmony with the economy, the environment, and society. This policy embodies our management philosophy and vision for the promotion of sustainability from the perspective of respecting human rights norms.

In order to respect human rights norms, the Mori Trust Group will promote initiatives to minimize the negative impact of its business activities on the human rights of stakeholders, which we place particular emphasis on, through human rights due diligence as described below.

(1) Human rights due diligence

The Mori Trust Group will incorporate human rights due diligence mechanisms into its business and implement them continuously. Specifically, we will examine the negative impact on human rights that may unavoidably arise from the execution of the project, implement measures to prevent and mitigate such negative impact, and continuously evaluate such negative impact. In addition to reporting the results of the evaluation to society, we will also provide feedback on the issues and problems we have learned and reflect them in our business in order to improve our business.

(2) Key human rights initiatives

Through human rights due diligence, the Mori Trust Group has identified the following as our primary initiatives focused on the human rights of key stakeholders:

(a) Not to be subjected to unfair and discriminatory treatment

Mori Trust Group prohibits unreasonable discriminatory treatment on the grounds of sex, age, nationality, ethnicity, race, place of origin, religion, belief, disability, sexual orientation, gender identity, etc., in order to ensure that all stakeholders are not subjected to unreasonable discrimination in connection with the conduct of Mori Trust Group's business.

(b) Officers and Employees, etc. shall work in a safe and healthy working environment

The Mori Trust Group strictly prohibits child labor, forced labor, human trafficking, and unfairly low-wage labor in connection with the execution of its business. Furthermore, we are committed to ensuring a safe and healthy working environment for all Officers and Employees, which includes securing occupational safety and protecting workers' health (including mental health). We also prohibit power harassment and sexual harassment in the workplace. We will also give consideration to the working environment of foreign workers at Mori Trust Group.

(c) Promoting regional coexistence

In connection with the Mori Trust Group's urban development and hotel businesses, Mori Trust Group will provide information within a reasonable scope and communicate with its customers, business partners and other stakeholders at appropriate times so that it can promote regional coexistence.

3 Correction and relief of negative effects

In the unlikely event that the human rights of stakeholders are adversely affected, Mori Trust Group will take the following corrective measures.

(1) Remediation and relief of negative effects caused by the company

If the Mori Trust Group has had a negative impact on the human rights of its stakeholders in the course of its business activities or is found to have been involved in such a negative impact, we will take appropriate measures to correct and remedy the negative impact.

We will also work to develop a system to report and consult with Mori

Trust Group in the event of an act that negatively affects human rights.

(2) Negative impact of business partners

Even if Mori Trust Group does not have a direct negative impact on human rights, if Mori Trust Group's business partners have a direct negative impact on the human rights of stakeholders, Mori Trust Group will strive to request business partners to eliminate or improve the negative impact and work together to resolve the issue.

4 Dialogue and consultation with stakeholders and outside experts

In order to improve and prevent negative impacts on human rights, the Mori Trust Group will not only utilize its own resources but also make efforts to hold dialogues and discussions with stakeholders and external experts in the course of human rights due diligence.

5 Education and training

In order to minimize the negative impact on the human rights of its stakeholders, the Mori Trust Group will share this policy, its corporate philosophy, and its vision for the promotion of sustainability with all its Officers and Employees, and provide them with education and training on an ongoing basis.

6 Periodic disclosure of information

Mori Trust Group will continue to disclose information on its efforts to respect human rights to society.

7 Promotion system and contact points

(1) Promotion system

Mori Trust Group has established the Sustainability Committee as a governance structure for sustainability. The Sustainability Committee promotes daily efforts to respect human rights in cooperation with related departments of Group companies.

The Sustainability Committee discusses important economic, environmental, and social issues, including human rights risks surrounding Mori Trust Group, and promotion policies, and reports the status of these discussions to the Board of Directors and is supervised.

(2) Reporting and consultation desks

At Mori Trust Co., Ltd., consultation and reporting on legal violations and human rights issues are available through the whistle-blowing hotline. This hotline can also be used by Mori Trust Co., Ltd.'s officers and employees, consultants and advisors, any part-time employees, and employees seconded from affiliated companies.

Consultations received are investigated and fact-checked, depending on the nature of the consultation, to improve the working environment. The Legal and Compliance Group within the General Affairs and Human Resources Department of the General Affairs and Human Resources Division at Mori Trust Co., Ltd. serves as the point of contact for the hotline. We ensure the protection of the privacy of those seeking consultation or reporting, maintain the confidentiality of all information, and prevent any disadvantage to individuals arising from the use of this system. We also coordinate with the compliance departments of relevant group companies to appropriately address the reported matters.

Established on February 18, 2025

Mori Trust Group

Mori Trust Holdings Inc.

Miwako Date, President and Chief Executive Officer