

UMIOS GROUP HUMAN RIGHTS POLICY

Umios Corporation

Representative Director, President: Daisuke Yasuda

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1. Basic Approach

We, the Umios Group, are committed to realizing our purpose, "For the ocean, for life," and aspire to become a solutions company that promotes the health of both people and the planet through "food," driven by our ability to create value with the ocean as our starting point. We recognize that our business activities are supported by many people around the world, and we believe that respecting human rights is a fundamental corporate social responsibility. At the same time, we acknowledge that our business activities have the potential to affect human rights, both directly and indirectly.

The Umios Group supports and respects the human rights set forth in the United Nations International Bill of Human Rights and the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work. Guided by the United Nations Guiding Principles on Business and Human Rights (UNGPs), we will advance our business activities with the aim of achieving both "Build a work environment that diversified employees can work with a sense of security" and "Respect for human rights in business operations."

The Umios Group complies with the laws and regulations of each country and region in which it operates. Where conflicts arise between internationally recognized human rights and applicable national laws, we will seek ways to uphold internationally recognized human rights principles.

2. Scope of Application

This Policy applies to all directors, officers, and employees of the Umios Group.

The business activities of the Umios Group are built upon relationships with a wide range of Business Partners¹. The cooperation of our Business Partners is essential to realizing this Policy, and we will continuously engage with all Business Partners to encourage them to endorse this Policy and uphold their commitment to respecting human rights.

3. Initiatives

(1) Priority Human Rights Issues

The Umios Group regards the following as important human rights issues: the

prohibition of forced labor, child labor, discrimination, and harassment; respect for freedom of association, the right to organize, and the right to collective bargaining; ensuring living wages and occupational health and safety; the rights to own and use natural resources including land and water; the right to a clean, healthy, and sustainable environment; the rights of indigenous peoples; and access to remedy.

Building on this foundation, we will identify salient human rights issues that require priority attention in our business activities (hereinafter referred to as "Priority Issues"), and drive related initiatives. Priority Issues will be assessed and determined based on both the severity of potential human rights violations and the likelihood of their occurrence, and will be reviewed on a regular basis. (For details on Priority Issues, please [click here](#).)

(2) Human Rights Due Diligence

The Umios Group will establish a human rights due diligence framework to identify, prevent, mitigate, and remedy negative human rights impacts that may be caused directly or indirectly through our business activities, and to explain our efforts to relevant stakeholders. We will implement this framework with respect to our Priority Issues. With regard to procurement activities, we will strengthen dialogue with our suppliers and, with their understanding and cooperation, enhance the effectiveness of our human rights due diligence, working to prevent and mitigate human rights risks not only among direct suppliers but also throughout the entire supply chain.

(3) Access to Remedy and Remediation

Where it becomes evident that the Umios Group has caused or contributed to a negative human rights impact, we will promptly take appropriate measures to provide remediation. Should such an incident occur within the supply chain, we will engage with the relevant suppliers to encourage corrective action. To ensure that the voices of those adversely affected are appropriately heard, we will promote the establishment of a grievance mechanism in accordance with international standards², and will also utilize such a mechanism to complement and strengthen our human rights due diligence.

(4) Education and Training

The Umios Group will provide all directors, officers, and employees with appropriate, regular, and ongoing education and training to ensure that they understand this Policy and can implement it effectively in their business activities.

(5) Stakeholder Engagement

In implementing this Policy, the Umios Group will draw on advice from independent external organizations and experts, and will engage in sincere dialogue and consultation with both internal and external stakeholders. Through these efforts, we will deepen our understanding of actual and potential negative human rights impacts arising from our

business activities, and implement measures to reduce and address such impacts. With regard to rights holders, we will endeavor to obtain their free, prior, and informed consent. We will listen attentively and respond sincerely to the views of those working on human rights and environmental protection, including non-governmental organizations (NGOs) and representatives of local communities.

(6) Disclosure

The Umios Group will continuously monitor progress in our human rights initiatives under this Policy and make improvements as necessary. We will appropriately disclose information regarding our efforts toward embedding this Policy and the progress of those efforts through the Umios Group website and other channels.

1. Business Partners refers to all third parties with whom the Company has a business relationship in connection with its business activities, including suppliers, sales agents, service providers, joint venture partners, and contractors. This also includes entities that are directly or indirectly involved in the provision of the Company's products or services, and encompasses all parties across the entire value chain.

2. The following eight criteria defined by the UN Guiding Principles on Business and Human Rights (UNGPs):

Legitimacy — Ensuring independence and impartiality so that the mechanism commands trust.

Accessibility — Ensuring that all affected stakeholders can easily use the mechanism (removing barriers related to language, cost, location, and information).

Predictability — Ensuring that procedures, timelines, and types of outcomes are clear and understandable to users.

Equitability — Enabling those filing complaints to access necessary information and advice, and addressing power imbalances.

Transparency — Disclosing appropriate information on processes and outcomes to build credibility.

Rights-compatibility — Ensuring that outcomes are consistent with internationally recognized human rights standards.

Continuous Learning — Learning from the operation of the mechanism and continuing to improve it.

Engagement and Dialogue — Designing and improving the mechanism through consultation with stakeholders.