

## **MAX Group Human Rights Policy**

The MAX Group ("MAX") believes that by respecting people, the development of people will result in growth for the company. Since our founding, respect for people has been the guiding spirit. Recognizing that human rights, the universal birthrights of all human beings that are essential capital for the Company's sustainable growth, must never be jeopardized, we hereby establish the MAX Group Human Rights Policy.

### **Basic concept**

MAX recognizes that its own business activities could potentially have or actually have had an impact on human rights. On the basis of this understanding, MAX will take the utmost care not to infringe on the human rights of anyone involved in its business activities. MAX will continue to scrutinize the United Nations International Bill of Human Rights, including the Universal Declaration of Human Rights, and other internationally recognized human rights norms such as the Guiding Principles on Business and Human Rights, as we address human rights issues.

This policy is designed to ensure that MAX respects human rights and complies with local laws in the countries and regions where it operates. In the unlikely event that a country's laws and regulations differ from international human rights norms, we will follow the higher standard. In any conflict, we will seek ways to maximize respect for internationally recognized human rights.

### **Scope**

This policy applies to all officers and employees of MAX.

We also expect our suppliers, business partners, and all other associates of MAX to understand and comply with this policy.

### **Human rights due diligence**

MAX is committed to identifying, preventing, and mitigating negative impacts on human rights to fulfill our responsibility to respect human rights.

### **Corrective and remedial measures**

If it becomes clear that MAX's business activities have caused, facilitated, or contributed to a negative impact on human rights, we will take appropriate measures to correct the situation. In addition, we will continue to expand our consultation desk and develop effective remedial mechanisms.

## **Education and engagement to promote respect for human rights**

MAX will work to ensure that this policy is communicated both internally and externally. We will provide appropriate training and skills development to all officers and employees while engaging in dialogue and consultation with external stakeholders.

## **Disclosure**

MAX will continuously monitor compliance with this policy and make improvements as necessary. Using the MAX website and other channels, we will appropriately disclose information about our commitment to respect human rights.

## **Stance on specific issues related to respect for human rights**

### **• Prohibition of discrimination and respect for diversity**

MAX respects diverse individuality and will never engage in unfair discrimination for any reason, including nationality, race, ethnicity, gender, religion, age, educational background, thoughts, beliefs, social status, illnesses, disabilities, physical characteristics, social vulnerabilities, sexual orientation, gender identity, marital status, and presence or absence of children.

In hiring activities, we respect and protect the human rights of applicants and conduct fair selection based on suitability and ability. We do not violate the human rights of foreign national employees by treating them unfairly because of their nationality.

We encourage all our employees to take the lead in working toward their own growth. We believe that growth depends on respecting a variety of people and personalities, and engaging in friendly competition with each other.

### **• Prohibition of harassment**

MAX does not tolerate any form of harassment, including sexual harassment, power harassment, maternity harassment, peer pressure, or any other behavior that offends personal dignity.

One quality of our ideal personnel is “people who trust others and are trusted by others; people who are worthy of trust.” We use that definition as an evaluation factor and, since our founding, have endeavored to realize the guiding spirit of respect for people.

### **• Prohibition of forced labor and child labor**

MAX does not tolerate forced labor, child labor, or other unfair labor practices.

- **Providing a rewarding work environment**

MAX complies with labor laws and other laws and regulations, manages its working hours properly, guarantees minimum wages, and provides a safe and healthy work environment. We aim to ensure that employees can work in a lively and fun atmosphere, as stated in the MAX Fundamental Management Policy.

- **Respect for freedom of association and the right to collective bargaining**

MAX respects the fundamental rights of our employees to freedom of association, the right to collective bargaining, and the right to collective action.