



April 26, 2024

Company name:	Premium Group Co., Ltd.
Name of representative:	Yohichi Shibata, Representative Director and President, Group CEO and COO (Securities code: 7199; TSE Prime Market)
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Premium Group formulates its Human Rights Policy

Premium Group Co., Ltd. (the “Company”) formulated the Premium Group Human Rights Policy.

The Company formulated the Premium Group Human Rights Policy to deepen the understanding of human rights among executives and employees, as well as to engage in management and actions that respect human rights.

The text of the Premium Group Human Rights Policy is attached to this announcement.

Premium Group Human Rights Policy

Premium Group's Mission is "To contribute to the construction of a prosperous society by providing top level financing and services to the world." To make this a reality, it is important to create a society in which human rights are protected and respected all over the world.

Premium Group recognizes that it may directly or indirectly affect human rights in the course of its business activities, and in order to respect the human rights of all people involved in its business activities, "Premium Group Human Rights Policy" (Hereafter, this policy) set here will promote our efforts to respect human rights.

(1) Scope

Premium Group applies this policy to all Premium Group executives and employees.

We also require all business partners involved in our services to understand and comply with this policy.

(2) Human Rights Principles

Premium Group is guided by the following international principles for human rights:

- The International Bill of Human Rights
- ILO Declaration on Fundamental Principles and Rights at Work
- Guiding Principles on Business and Human Rights (United Nations)

In the event of discrepancies between internationally recognized human rights standards and domestic laws in a given territory, Premium Group will follow the higher standard.

Where domestic laws in a given territory conflict with international standards, we will seek appropriate ways to respect the principles of internationally recognized human rights.

(3) Human Rights Due Diligence

Premium Group will establish a human rights due diligence system, identify its negative impact on human rights, and work to prevent and mitigate such negative effects.

(4) Remedy

If Premium Group directly causes a negative impact on human rights or fosters a situation which causes a negative impact, we shall work to remedy this through appropriate means.

(5) Education and Training

Premium Group provides appropriate education and training to all executives and employees so that this policy will be integrated into all business activities and implemented effectively.

(6) Dialogues and Talks

Premium Group shall hold dialogues and talks with stakeholders who are affected by, or may be affected by, a potential or actual negative impact on human rights.

(7) Information Disclosure

Premium Group will disclose the progress and results of its efforts to respect human rights on its website, etc.

(8) Executive in charge

Premium Group will clarify the executive responsible for the implementation of this policy and ensure its effectiveness.

(9) Important Issues regarding Human Rights

Premium Group has a mission of “We will foster employees who are broadminded, have a positive outlook, and assiduously work their way towards creating results.” and pursues all executives’ and employees’ happiness “Well-being”, positions the following items as key issues in human rights compliance.

① Discrimination and Harassment

Premium Group will respect the rights and personalities of each individual and will eliminate any and all discrimination and harassment based on reasons from ethnicity, religion, gender, sexual orientation, age, national or social origin, property, birth, language or disability to build a workplace where everyone is treated fairly. In the event a violation to human rights is discovered, we will execute the appropriate response immediately and make sure to prevent recurrence while protecting the privacy of the concerned parties.

② Prohibition of child labor and forced labor

Premium Group never accepts child labor, forced labor, slave labor or labor through human trafficking.

③ Challenging culture

Premium Group aims to become an enterprise and employees that have great ambition and can take on any challenges.

④ Positive way of thinking

Premium Group aims to become an enterprise and employees that can work on things with a positive way of thinking and exchange smiles.



⑤ Altruistic spirits and Gratitude

Premium Group aims to become an enterprise and employees that have altruistic spirits and gratitude.

The Policy has been approved by the Board of Directors of Premium Group Co., Ltd. and signed by the President and Representative Director.

Established: April 1st, 2024

Premium Group Co., Ltd.

President and Representative Director / Group CEO and COO

Yohichi Shibata