

Kyoto Fusioneering Human Rights Policy

Kyoto Fusioneering Ltd. (hereinafter referred to as “**Our Company**”) and its group companies (hereinafter collectively referred to as “**Our Group**”), have a vision of solving global issues and delivering a new energy future for humankind through fusion, the ultimate energy solution. To realize this vision, our mission is “to establish a fusion industry and become an industrial leader based on Japan’s unique technological advantages, and contribute significantly to the development of the global fusion industry.” In pursuit of our vision and mission, it is essential to respect the fundamental human rights of those affected by our business activities, and in order to fulfill our responsibility to respect human rights, we have established this Human Rights Policy (hereinafter referred to as the “**Policy**”).

1. Commitment

Our Group is committed to respecting internationally recognized human rights as defined by the International Bill of Human Rights - which consists of the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights, and the International Covenant on Economic, Social and Cultural Rights - as well as the ILO Declaration on Fundamental Principles and Rights at Work, and undertaking initiatives to respect human rights in accordance with the Guiding Principles on Business and Human Rights endorsed by the UN Human Rights Council, the OECD Guidelines for Multinational Enterprises on Responsible Business Conduct, and the ILO Tripartite Declaration of Principles concerning Multinational Enterprises.

Our Group also has a zero-tolerance approach to all forms of modern slavery and human trafficking, and will not do anything which constitutes an offence under section 1, 2 or 4 of the UK Modern Slavery Act 2015 if it had been carried out in the UK. We are committed to achieving transparency in our approach to tackling modern slavery and human trafficking in our supply chains, in accordance with all applicable laws and regulations.

2. Scope of Application

The Policy applies to the officers and employees of Our Group.

Our Group also expects our business partners and other related parties to respect and adhere to the Policy. If any of our business activities, products, or services are directly linked to negative impacts on human rights, including modern slavery, through our business partners and other related parties, we expect such parties to respect human rights in accordance with the Policy and will continue to encourage them to do so.

3. Human Rights Due Diligence

Our Group will establish a human rights due diligence process based on the Guiding Principles on Business and Human Rights, by identifying any adverse impacts on human rights, including modern slavery, that our business activities cause, contribute to, or are directly linked to, preventing or mitigating the risk of adverse impacts, continuously monitor their effects, and accounting for how we address these impacts on human rights.

4. Engagement with Stakeholders

With respect to our initiatives regarding human rights based on the Policy, Our Group will actively engage with relevant stakeholders and consult with them in good faith concerning the implementation of the Policy.

5. Remediation

If our business activities cause or contribute to adverse impacts on human rights, including modern slavery, Our Group will work to remedy them through appropriate procedures.

If any of our business activities, products, or services are directly linked to adverse impacts on human rights, including modern slavery, through our business partners or other related parties, Our Group will consider encouraging such parties to remedy them.

Our Group will proceed with the establishment of a grievance mechanism and take appropriate measures concerning remedies for those whose human rights have been adversely affected, including modern slavery.

6. Education and Training

In order to ensure that the Policy is incorporated into our corporate activities and implemented effectively, Our Group will provide appropriate education and training to our officers and employees, and endeavor to work to instill an understanding among our business partners and other related parties.

Kyoto Fusioneering Ltd.

Representative Director and Chief Executive Officer
Satoshi Konishi

Established: May 1, 2024