

## Japan Airport Terminal Group Human Rights Policy

### (Purport)

In view of its mission as a corporate group responsible for the construction, management and operation of passenger terminals that are of highly public nature, the Japan Airport Terminal Group recognizes that respect for human rights is a corporate responsibility and an important issue. We will build a promotion system under our Sustainability Basic Policy in order to carry out our business in a sincere and fair manner while giving due consideration to human rights in accordance with the Policy, and fulfill our responsibility to respect human rights for all people who may be affected by our business activities.

### (Scope of Application)

This Policy applies to all officers and employees of the Japan Airport Terminal Group. Regarding business partners, etc., we will apply the "Japan Airport Terminal Group Sustainable Procurement Guidelines" in accordance with this policy.

### (Basic Policy on Respect for Human Rights)

#### (1) Responsibility to respect human rights

The Japan Airport Terminal Group will respect all internationally recognized human rights, including those set forth in the International Bill of Human Rights (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 International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work, which stipulates basic rights at work. We will also promote initiatives to respect human rights based on the United Nations Guiding Principles on Business and Human Rights.

#### (2) Respect for human rights throughout business activities

The Japan Airport Terminal Group respects human rights throughout its business activities, including prohibition of discrimination based on gender, age, nationality, race, ethnicity, religion, social status, disability, sexual orientation, gender identity, etc., prohibition of human trafficking, prohibition of forced labor and child labor, prohibition of harassment including sexual harassment, ensuring an appropriate working environment and fair working conditions, freedom of association and right to collective bargaining.

We will also expand our scope of practices of respect for human rights, by encouraging our business partners, suppliers, and other actors in the value chain to support this Human Rights Policy and respect the human rights of their respective stakeholders.

(Efforts to Respect Human Rights)

(1) Human rights due diligence

The Japan Airport Terminal Group will establish and implement a human rights due diligence system, and will continue to work on improving the system.

(2) Correction and remedy

If it becomes clear that our business activities have caused or contributed to a negative impact on human rights, or if the occurrence of these events are suspected, we will take appropriate correction measures. In addition, we will promote the establishment of a grievance mechanism in line with international standards, and take appropriate measures to provide relief to those whose human rights have been adversely affected.

(3) Education and training

We will provide appropriate education and training to all officers and employees of the Japan Airport Terminal Group, and strive to foster a corporate culture that is highly diverse, fair, and inclusive.

(4) Information disclosure

We will approve this Human Rights Policy at a meeting of its Board of Directors and disclose it widely to society. We will also strive to provide appropriate information on our website or other medium so that our stakeholders can understand the initiatives taken by the Japan Airport Terminal Group to respect human rights based on this Policy.

(5) Dialogue with stakeholders

The Japan Airport Terminal Group will create opportunities for dialogue with external experts and relevant stakeholders.

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Kazuhito Tanaka, President  
Japan Airport Terminal Co., Ltd.

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