

## Establishment of the Toei Group Human Rights Policy

The Toei Group has established “Fill the World with Stories that Bring People Joy” as its mission. For the purpose of clarifying the way how human rights are perceived in the Toei Compliance Policy and all other norms, etc. regarding its business activities, the Group hereby establishes the Toei Group Human Rights Policy (the “Policy”). Under the Policy, all officers and employees of the Toei Group understand and recognize that the human rights of all stakeholders involved in the Group’s business activities will be respected in order to continue to create a variety of stories that provide colors to the world and the future.

---

## **Toei Group Human Rights Policy**

### **Commitment to respect of human rights**

As a corporate group with the mission of “Fill the World with Stories that Bring People Joy,” the Toei Group respects all human rights of people working in the Group and throughout its supply chain, including those who create stories, deliver them and receive them, and contributes to the realization of society full of colors.

### **International norms**

In all of its business activities, the Toei Group supports and respects international standards of conduct regarding human rights, such as the International Bill of Human Rights and the ILO Declaration on Fundamental Principles and Rights at Work, and will promote initiatives for respecting human rights in accordance with the United Nations Guiding Principles on Business and Human Rights.

### **Scope of application**

This Policy applies to all officers and employees of the Toei Group. Moreover, the Group encourages all suppliers involved in business activities of the Toei Group to understand and observe the Policy.

### **Governance**

The Sustainability Committee headed by President & Chief Executive Officer of Toei Company, Ltd. (the “Company”) oversees the promotion of these initiatives based on the Policy.

### **Human rights due diligence**

The Toei Group identifies negative impacts of business activities on human rights and creates a mechanism for preventing and mitigating such impacts.

### **Remediation and relief**

The Company has established Toei Group Hotline. If negative impacts of business activities of the Toei Group on human rights are identified, the Group will work to take appropriate corrective remedies and preventive measures.

### **Education**

To ensure that the Policy is incorporated in all the business activities and effectively implemented, the Toei Group ensures comprehensive awareness of the Policy among all officers and employees of the Group and will develop a corporate climate of respecting human rights.

### **Information disclosure and dialogue**

Information about Toei Group’s initiatives for respecting human rights will be appropriately disclosed on the Company’s website, etc. Initiatives for respecting human rights will be promoted also through dialogue and mutual consultation with internal and external stakeholders.