

Shogakukan Human Rights Policy

Shogakukan Inc. (hereinafter, “Our Company”) hereby establishes the **Shogakukan Human Rights Policy** (hereinafter, “this Policy”) to place respect for human rights at the foundation of our entire business activities and to faithfully fulfill our social responsibilities as a company that supports publishing culture.

All officers and employees will deeply embrace the concept of respect for human rights in accordance with international norms and will put this Policy into practice with a full sense of responsibility, while mindful of people’s feelings through the fundamental elements of our work—words and expression.

1. Scope of Application

This Policy applies to all officers and employees of Our Company.

Our Company also requests our business partners and suppliers involved in our business activities to understand the concept of this Policy and to collaborate with Our Company to respect human rights.

2. Commitment to Respect for Human Rights

Our Company will respect human rights through all aspects of our business operations based on the fundamental value that all people have dignity and are entitled to equal respect.

Our Company also sincerely acknowledges that our business activities may have impacts on human rights. As particularly salient human rights issues, Our Company identifies: the protection of the rights of children and young people; the prevention of gender-based violence and sexual abuse; the respect for women’s rights, the prohibition of all forms of discrimination; the eradication of harassment; and the respect for privacy and freedom of expression. Our Company will strive to prevent abuses of these rights and to protect them.

3. Respect for International Norms and Compliance with Laws and Regulations

Our Company will comply with the laws and regulations of the countries and regions where we conduct business, and will respect internationally recognized human rights and the related standards, including the International Bill of Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, the United Nations Guiding Principles on Business and Human Rights, and the OECD Guidelines for Multinational Enterprises on Responsible Business Conduct. For this purpose, Our Company will promote the establishment and the effective implementation of the necessary management systems.

4. Prohibition of Harassment

Our Company will not tolerate any form of harassment, in any context related to our business, that harms individual dignity or undermines a safe and healthy environment.

Our Company will ensure the strict prohibition, prevention, and early response with respect to all persons concerned, regardless of title or position.

5. Prevention of Violations of Children's Rights

Our Company does not tolerate any act that harms the safety, dignity, privacy, growth, or development of children.

Our Company will take necessary measures to prevent child labor, forced labor, human trafficking, sexual exploitation, and any other violations of children's rights.

6. Prohibition of Discrimination and Respect for Diversity

Our Company prohibits all forms of discrimination on the basis of race, ethnicity, nationality, origin, religion, beliefs, gender, gender identity, gender expression, sexual orientation, pregnancy and childbirth, childcare, caregiving, disability, or any other status.

We regard diversity as a source of corporate value, and we promote the development of an organization in which differences are mutually respected, and everyone can fully demonstrate their abilities.

7. Respect for Human Rights in Content-Related Businesses

While upholding freedom of expression, Our Company will respect fundamental human rights, including privacy, at every stage of planning, production, and distribution.

Recognizing the significant impact that words and expressions can have on society, Our Company will pursue forms of expression that advance respect for human rights.

8. Addressing Human Rights Impacts and Providing Remedies

Our Company will identify human rights impacts related to our business activities and will strive to prevent, mitigate, and remediate them.

Should any human rights abuse occur, Our Company will take prompt and sincere actions, including through investigation, mitigation of harm, prevention of recurrence, and the provision of necessary support, while giving the highest priority to the safety and dignity of the affected persons.

In particular, in cases involving sexual abuse or affecting children and young people, Our Company will work with external experts and take the necessary care and measures to ensure the protection of the rights and dignity of children and young people.

Our Company will also provide continuous human rights education to officers, employees, and related parties, regularly review this Policy, and appropriately disclose the status of our efforts.

March 19, 2026

Nobuhiro Oga

President and CEO

Shogakukan Inc.