

Yokohama Port Corporation's Policy on Respecting Human Rights

Our Mission is to support the development of Yokohama Port, contribute to the growth of Japan's economy, and help build an active local community.

In our Vision, we uphold the principles of working together with Yokohama Port, our employees, and the community. Through our business activities, we strive to respect human rights as a socially responsible company and fulfill our obligations to society.

As our guiding policy, we have established Yokohama Port Corporation Respect for Human Rights Policy to ensure that our employees can recognize human rights issues as matters that relate to their own mindset and values, and reflect and take action on them.

1. Complying with Relevant Laws and Regulations

We comply with the applicable human rights-related laws and regulations in the countries and regions in which we conduct our business activities.

We also support and respect international human rights standards, such as the United Nations' International Bill of Human Rights (including the Universal Declaration of Human Rights and the International Covenants on Human Rights) and the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work.

In addition, we recognize our societal mission in managing the Port of Yokohama, and conduct our business activities in accordance with Yokohama City Basic Guidelines for Human Rights Measures.

2. Applicable Scope

This policy applies to all executives and employees of Yokohama Port Corporation.

3. Respecting Human Rights in Our Business Activities

- ① In our business activities, we do not discriminate on any basis, including human rights, place of origin, faith, age, gender, sexual orientation, gender identity, social status, family origin, or disability.
- ② We prohibit inhumane treatment, such as physical and mental abuse and harassment, as well as human trafficking, forced labor and child labor.
- ③ We ensure a healthy and safe workplace and working environment along with the statutory minimum wage while paying above a living wage, and respect the freedom of association and the right to collective bargaining.

- ④ We respect the diverse values and unique character of all individuals, and aim to realize a workplace where everyone can work fairly.

4. Human Rights Initiatives

We recognize the importance of initiatives for respecting human rights and, to ensure that these principles are put into practice, incorporate them into our training plans under our company's vision for human resource training, and provide necessary education and skills development.

We also conduct routine due diligence on human rights and strive to avoid and reduce negative impacts on human rights.

In addition, when we find out that our business activities have directly caused or fostered negative impacts on human rights, we carry out or cooperate with providing relief or corrections through appropriate measures.

5. Working with Stakeholders

Through our business activities, we also strive to gain understanding and support for this policy from relevant stakeholders and ask them to work together with us in respecting human rights.

As necessary, we engage in dialogue and consultations with stakeholders, including the City of Yokohama and relevant parties at Yokohama Port, regarding impacts on human rights and how to deal with them.

We disclose information on our human rights initiatives in a timely and appropriate manner.

The above policy was approved by our company's executive board on March 15, 2026, and enacted on April 1, 2026.

April 1, 2026

President: Hisataka Uematsu

Yokohama Port Corporation