

“K” LINE Group Basic Policy on Human Rights

As a corporate group conducting its business activities globally, Kawasaki Kisen Kaisha, Ltd. and its group companies (hereinafter the “K” LINE Group) believes that one of the important aspects of corporate social responsibility is promote its business activities, being aware of their impacts on communities, both local and the international. Based on the United Nations Guiding Principles on Business and Human Rights, the Group has established the Basic Policy on Human Rights (hereinafter referred to as the "Policy") and shall promote initiatives to respect the human rights of all stakeholders associated with the Group’s business activities. This policy complements the Charter of Conduct of the “K” LINE Group Companies and applies to all executives and employees working in the Group.

1. Respect for and compliance with international norms and laws related to respect for human rights

The “K” LINE Group supports and respects the principles on fundamental rights listed in the International Bill of Human Rights and international norms related to human rights, such as the ILO Declaration on Fundamental Principles and Rights at Work. In addition, the “K” LINE Group complies with laws and regulations related to human rights applicable in each country and region where it conducts its corporate activities. Where there is any conflict between internationally recognized human rights and national or regional laws and regulations, the “K” LINE Group will pursue ways to honor the principles of international human rights based on this policy.

2. Respect for Human Rights

The “K” LINE Group respects the dignity and rights of all people and address important issues in human rights and labor practices, such as preventing discrimination, respecting basic labor rights, preventing forced labor and child labor, preventing long working hours, promoting diverse work styles, and improving occupational health and safety. In addition, the “K” LINE Group will not violate or discriminate against human rights of people affected by its business activities, and will endeavor not to be indirectly complicit in human rights violations. Furthermore, we will continue to encourage our business partners to support this policy.

3. Human Rights Due Diligence and Remedy

The “K” LINE Group will conduct human rights due diligence in order to minimize the adverse impact on human rights. The “K” LINE Group will understand the actual or

potential adverse impacts on human rights that may arise in relation to its business activities and prevent or mitigate them before they occur.

Where it is identified that the “K” LINE Group has caused or directly contributed to adverse impact on human rights, it shall work on remedy through appropriate measures.

In addition, even if the “K” LINE Group does not directly contribute to adverse impacts on human rights, it shall work on improvement in cooperation with stakeholders if our business partners and/or other related parties are directly linked to such impacts.

Meanwhile, the “K” LINE Group will establish a system that enables stakeholders inside and outside the Group to report and consult on acts that may have adverse impacts on human rights.

4. Education and Training

In order to instill and comply with this policy, the “K” LINE Group shall conduct appropriate training and education programs for all executives and employees.

5. Information Disclosure

The “K” LINE Group transparently discloses the progress of its human rights initiatives through its website and integrated reports.

6. Dialogue with stakeholders and review of the policy

The “K” LINE Group will continue to engage in dialogue and consultation with stakeholders and external experts. It shall review human rights issues through these dialogues and the human rights due diligence process, and review this policy as necessary.

This policy was approved by the Board of Directors on February 24, 2022.

Implemented on February 24, 2022