

Modern Slavery and Forced Labor Prevention Statement

Date of Issue: June 1, 2026 Representative Director Akihiro Kamata

1. Our Commitment

Nihonto Co., Ltd. (hereinafter 'the Company') is committed to preventing modern slavery, forced labor, human trafficking, and child labor in all aspects of our business operations. We believe that every person has the right to work freely, with dignity and fair treatment, and we take this responsibility seriously as a company that connects overseas workers with companies in Japan.

2. Our Business

The Company recruits overseas nationals and provides them with Japanese language training and vocational education, before introducing them to companies in Japan. We operate training programs in workers' home countries and provide ongoing support after their arrival in Japan.

3. Our Policies

The Company has established the following policies to prevent modern slavery and human rights violations:

- **Human Rights Policy** — Prohibits forced labor, debt bondage, child labor, and human trafficking in all operations. Sets out our commitment to treating all workers with dignity and respect.
- **Recruitment and Employment Policy** — Confirms that the Company charges no recruitment fees to job seekers. Also discloses education and visa fees transparently, with informed consent required before any charges are made.
- **Privacy Policy** — Governs the handling of personal information of workers and business partners.

4. Key Measures

(1) Zero Recruitment Fees: The Company does not charge any recruitment fees to job seekers or workers at any stage of the recruitment or employment process. Partner sending organizations are also prohibited from charging recruitment fees, and compliance is a condition of partnership.

(2) Informed Consent: All employment contracts are provided in both Japanese and the worker's native language. Workers receive a full explanation of their working conditions — including duties, hours, wages, and leave — before signing, and do so of their own free will.

(3) Education and Training: Japanese language instruction and vocational training are conducted in workers' home countries by the Company's staff and selected training partners, who are required to comply with our human rights standards. After arriving in Japan, workers receive additional on-site training and ongoing coaching.

(4) Ongoing Monitoring: The Company conducts regular check-ins with workers after placement to monitor their working and living conditions, identify any concerns early, and respond promptly.

(5) Grievance Mechanism: Workers and employees can report any concerns related to human rights or working conditions to our designated contact in Japanese or their native language, without fear of retaliation.

5. Contact

Person in Charge: Ryo Wakita, Director

Email: compliance@nihonto.co.jp

6. Review

This statement will be reviewed and updated regularly to reflect changes in our business and applicable laws and standards.

Nihonto Co., Ltd.
Representative Director: Akihiro Kamata