

## COMMUNICATION ON PROGRESS (COP)

Period covered by this Communication on Progress (COP)

From: May 2021

To: April 2022

### 1. STATEMENT OF CONTINUED SUPPORT BY THE PRESIDENT

28 April 2021

To our stakeholders:

I make a statement that reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labor, Environment and Anti-Corruption.

In this annual Communication on Progress, we describe our actions to continually improve the integration of the Global Compact and its principles into our business strategy, culture and daily operations. We also commit to sharing this information with our stakeholders using our several network.

I will. More, possible, application is categorized as basic and compact, and I will declare public exemption.

Sincerely yours,

Minerva Veritas Co., Ltd.

President

Yuichiro Matsui

<Head Office>

Kawaramachi Naniwa Building 4F,

4-6-15, Kawaramachi, Chuo-ku, Osaka, 541-0048, JAPAN

## 2. DESCRIPTION OF ACTIONS

### Human Rights

Minerva Veritas supports the United Nations Global Compact Human Rights Principles by:

- ☐ Providing written policies in our Rules of Employment which clearly state the importance of respect for individuals and human rights, as well as penalties against discrimination.
- ☐ Providing and sharing information about human rights and best practices among employees.
- ☐ Supporting our clients in the creation of a deeper understanding of human rights related to corporate business.
- ☐ Adhere to the Global Compact Principles on Human Rights for Business Partners and Suppliers.

### Labor

Minerva Veritas supports the United Nations Global Compact Labor Principles by:

- ☐ Supporting freedom of association and collective bargaining, forced labor, child labor, and elimination of employment discrimination. Do not impose forced labor or debt labor in any way
- ☐ Carrying out face-to-face dialogues between employees and directors once a year.
- ☐ Offering flexible work hours and the option to work at home.
- ☐ Even if profits decline, the minimum wage level of employees will be maintained even if the compensation of directors is reduced.
- ☐ Taking into account, and giving maximum consideration to, the risk of infection for employees and their families regarding COVID-19.
- ☐ Some director and employee who are entrepreneurs have been working in satellite offices, and work in a safe, appropriate and hygienic working environment. Is being carried out.
- ☐ Employee care about their physical and mental health, and hold meetings at safe and efficient online meetings.

### Environment

Minerva Veritas supports the United Nations Global Compact Environment Principles by:

- ☐ Providing appropriate support for clients' environmental protection policies and environmental protection efforts according to the type of business.
- ☐ Offsetting our carbon emissions as well as making ongoing efforts to reduce these.
- ☐ Recognizing the importance of protecting the global environment, we are working on paperless and energy-saving measures to protect the environment.

### Anti-Corruption

Minerva Veritas supports the United Nations Global Compact Anti-Corruption Principles by:

- ☐ Providing written policies in our Rules of Employment which clearly prohibit corruption and bribery.
- ☐ Carrying out every year face-to-face dialogues between employees and directors.

## **3. MEASUREMENT OF OUTCOMES**

Minerva Veritas carries out the measurement of the outcomes of its actions to promote the Ten Principles of the United Nations Global Compact by:

- ☐ Holding reviews by its Directors of the status and results of its actions once a year.
- ☐ Third-party evaluation by stakeholders