



## Grievance List

Last Update: 15-May-26

This is a list of reports of human rights violations received by JaCER at this time.

| Case Number | Date received    | Reporting Channel | Claimant  | Reported Company     | Alleged Company  | Case Location | Case Category (Issues) | Case Category (Relations)  | Outline of Case  | Progress   | Status                                 |   | Date of initial review report issued | Closing Date |
|-------------|------------------|-------------------|---|----------------------|--|---------------|------------------------|----------------------------|--|--|--|---|--------------------------------------|--------------|
|             |                  |                   |   |                      |  |               |                        |                            |  |  | JaCER                                  | Reported Company                            |                                      |              |
| No.169_2025 | March 11th, 2026 | JaCER Website     | Person affected by human rights violations            | JaCER Member Company | Member company subsidiary/group company                  | Japan         | Invasion of privacy    | Against customers          | The claimant has lodged a complaint regarding Case No. 136_2025, arguing that the member company has failed to conduct a proper investigation or exercise its influence, and has therefore requested that appropriate action be taken to secure remedy.  | JaCER notified the regular member company concerned of the case details.   | Initial review report issued           | Response under consideration                | 24-Mar-26                            |              |
| No.168_2025 | March 28th, 2026 | JaCER Website     | Person affected by human rights violations            | JaCER Member Company | Member company subsidiary/group company                  | Canada        | Discrimination         | Within the company/group   | The claimant, who is employed as a temporary worker at a group company of the member company, lodged a complaint alleging discriminatory behaviour on the grounds of race and skin colour by a senior colleague at the workplace, and requested that the member company conduct an investigation and take appropriate action.                            | JaCER notified the regular member company concerned of the case details.   | Monitoring after initial review report | Corrective and preventive measures underway | 15-Apr-26                            |              |
| No.167_2025 | March 27th, 2025 | JaCER Website     | Person affected by human rights violations(anonymity) | JaCER Member Company | Member company's business partner (supply chain company) | Japan         | Harassment             | By other business partners | The claimant lodged a complaint seeking appropriate action, alleging that during an interview for a position with a business partner of a member company, she/he had been subjected to inappropriate treatment, including an infringement of her/his privacy.  | JaCER notified the regular member company concerned of the case details. Subsequently, as the claimant indicated its intention to withdraw the report, this case is hereby closed. | Closed (response completed)            | Closed (response completed)                 |                                      | 31-Mar-26    |
| No.166_2025 | March 27th, 2026 | JaCER Website     | Representative of the rights holders(anonymity)       | JaCER Member Company | Member company subsidiary/group company                  | Malaysia      | Non-compliance         | Within the company/group   | The claimant lodged a complaint requesting that the member company conduct an investigation and take appropriate action, on the grounds that several managers at the member company's group company had engaged in conduct that was inappropriate from a compliance perspective and that complaints from employees were not being handled appropriately. | JaCER notified the regular member company concerned of the case details.   | Initial review report issued           | Fact-finding investigation underway         | 16-Apr-26                            |              |
| No.165_2025 | March 25th, 2026 | JaCER Website     | Person affected by human rights violations            | JaCER Member Company | Member company subsidiary/group company                  | Japan         | Labor issues           | Within the company/group   | The claimant is an employee of a group company belonging to a member company; however, due to the heavy workload, she/he has developed physical and mental health issues and is unable to attend work. Consequently, the claimant has lodged a claim seeking appropriate measures from the company.  | JaCER notified the regular member company concerned of the case details.   | Initial review report issued           | Fact-finding investigation underway         | 16-Apr-26                            |              |
| No.164_2025 | March 25th, 2025 | JaCER Website     | Person affected by human rights violations            | JaCER Member Company | JaCER Member Company                                     | Japan         | Invasion of privacy    | Against other stakeholders | The claimant filed a complaint alleging that personal information had been posted on a website operated and managed by a member company without the individual's consent, and requested appropriate action, such as the removal of the information.  | JaCER notified the regular member company concerned of the case details.   | Initial review report issued           | Fact-finding investigation underway         | 7-Apr-26                             |              |
| No.163_2025 | March 21st, 2026 | JaCER Website     | Representative of the rights holders(anonymity)       | JaCER Member Company | Member company subsidiary/group company                  | Japan         | Labor issues           | Against other stakeholders | The claimant filed a complaint with the dispatching company, requesting an investigation and appropriate action regarding an employee dispatched from an affiliate of a member company, citing issues with the employee's work attitude and conduct at the host workplace.   | JaCER notified the regular member company concerned of the case details.   | Initial review report issued           | Fact-finding investigation underway         | 6-Apr-26                             |              |

| Case Number | Date received    | Reporting Channel | Claimant  | Reported Company     | Alleged Company  | Case Location | Case Category (Issues)               | Case Category (Relations)  | Outline of Case  | Progress   | Status                                 |                                     | Date of initial review report issued | Closing Date |
|-------------|------------------|-------------------|---|----------------------|--|---------------|--------------------------------------|----------------------------|--|--|--|-------------------------------------|--------------------------------------|--------------|
|             |                  |                   |   |                      |  |               |                                      |                            |  |  | JaCER                                  | Reported Company                    |                                      |              |
| No.162_2025 | March 19th, 2026 | JaCER Website     | Representative of the rights holders                  | JaCER Member Company | Member company's business partner (supply chain company) | Thailand      | Labor issues                         | By suppliers               | The claimant filed a complaint with the member company, requesting clarification regarding the facts of the matter, due to concerns about the treatment and working conditions of regular employees and contract workers at the member company's business partner.   | JaCER notified the regular member company concerned of the case details.   | Initial review report issued           | Fact-finding investigation underway | 3-Apr-26                             |              |
| No.161_2025 | March 18th, 2026 | JaCER Website     | Person affected by human rights violations            | JaCER Member Company | Member company subsidiary/group company                  | Japan         | Violation of the right to healthcare | Against customers          | The claimant, who works in community healthcare, lodged a complaint alleging that a group company of a member organisation had acted inappropriately during contract negotiations, thereby causing detriment to the continuity of healthcare services and other matters; the claimant requested an investigation into the facts of the matter and appropriate remedial action. | JaCER notified the regular member company concerned of the case details.   | Initial review report in preparation   | Fact-finding investigation underway |                                      |              |
| No.160_2025 | March 18th, 2026 | JaCER Website     | Other(anonymity)                                      | JaCER Member Company | Member company's business partner (supply chain company) | Japan         | Non-compliance                       | Within the company/group   | The claimant filed a complaint requesting an investigation into the facts and appropriate action, on the grounds that a member company's business dealings with a specific counterparty raised issues regarding fair trading legislation and internal controls.  | JaCER notified the regular member company concerned of the case details.   | Initial review report issued           | Fact-finding investigation underway | 10-Apr-26                            |              |
| No.159_2025 | March 17th, 2026 | JaCER Website     | Representative of the rights holders(anonymity)       | JaCER Member Company | Member company subsidiary/group company                  | Malaysia      | Compensation                         | Within the company/group   | The claimants, who are employees of an affiliated company of the member company, have lodged a complaint requesting that the member company conduct an investigation and take appropriate action, on the grounds that their annual pay rises have been withheld and they have not received any bonuses.  | JaCER notified the regular member company concerned of the case details.   | Monitoring after initial review report | Fact-finding investigation underway | 6-Apr-26                             |              |
| No.158_2025 | March 12th, 2026 | JaCER Website     | Person affected by human rights violations(anonymity) | JaCER Member Company | Member company's business partner (supply chain company) | Japan         | Harassment                           | By other business partners | The claimant submitted a request for appropriate action concerning power harassment perpetrated by a temporary staff working at a domestic facility of member company.   | JaCER notified the regular member company concerned of the case details. This case is closed as the member company responded and took measures as requested by the claimant. | Closed (response completed)            | Closed (response completed)         | 24-Mar-26                            | 1-May-26     |
| No.157_2025 | March 12th, 2026 | JaCER Website     | Person affected by human rights violations            | JaCER Member Company | Member company's business partner (supply chain company) | Japan         | Harassment                           | By other business partners | The claimant, who was employed by a contractor to which the member company had outsourced work, submitted a complaint alleging that she/he had suffered power harassment from the supervisor and that disguised subcontracting and unlawful acts had been committed. She/he requested an investigation into the facts and disciplinary action against the employees concerned. | JaCER notified the regular member company concerned of the case details.   | Monitoring after initial review report | Response under consideration        | 3-Apr-26                             |              |
| No.156_2025 | March 7th, 2026  | JaCER Website     | Person affected by human rights violations            | JaCER Member Company | Member company subsidiary/group company                  | Japan         | Handling of Personal Information     | Against customers          | The claimant submitted a request for appropriate action following an incident where her/his personal information appears to have been leaked by a group company of the member company.   | JaCER notified the regular member company concerned of the case details.   | Monitoring after initial review report | Response under consideration        | 24-Mar-26                            |              |
| No.155_2025 | March 3rd, 2026  | JaCER Website     | Person affected by human rights violations            | JaCER Member Company | JaCER Member Company                                     | Japan         | Harassment                           | Against other stakeholders | The claimant lodged a formal complaint alleging that she/he had been subjected to sexual harassment on multiple occasions by an employee of a member company, requesting verification of the facts and measures to prevent recurrence.   | JaCER notified the regular member company concerned of the case details.   | Initial review report issued           | Response under consideration        | 18-Mar-26                            |              |

| Case Number | Date received       | Reporting Channel | Claimant  | Reported Company     | Alleged Company  | Case Location       | Case Category (Issues) | Case Category (Relations)  | Outline of Case   | Progress   | Status                                 |   | Date of initial review report issued | Closing Date |
|-------------|---------------------|-------------------|---|----------------------|--|---------------------|------------------------|----------------------------|---|--|--|---|--------------------------------------|--------------|
|             |                     |                   |   |                      |  |                     |                        |                            |   |  | JaCER                                  | Reported Company                            |                                      |              |
| No.153_2025 | February 26th, 2026 | JaCER Website     | Other(anonymity)                                      | JaCER Member Company | JaCER Member Company                                     | Singapore           | Non-compliance         | Within the company/group   | The claimant filed a request for investigation and corrective action, alleging that an employee working at an overseas office of member company was engaging in conduct that violated internal regulations.   | JaCER notified the regular member company concerned of the case details.   | Initial review report issued           | Response under consideration                | 24-Mar-26                            |              |
| No.152_2025 | February 23rd, 2026 | JaCER Website     | Person affected by human rights violations            | JaCER Member Company | Member company subsidiary/group company                  | Thailand            | Harassment             | Within the company/group   | The claimant, who is employed at an overseas branch of a member company's group enterprise, has lodged a complaint alleging power harassment by the superiors, demanding improvements to the workplace environment and measures to prevent recurrence.  | JaCER notified the regular member company concerned of the case details.   | Monitoring after initial review report | Fact-finding investigation underway         | 10-Mar-26                            |              |
| No.151_2025 | February 23rd, 2026 | JaCER Website     | Person affected by human rights violations(anonymity) | JaCER Member Company | JaCER Member Company                                     | Japan               | Labor issues           | Against other stakeholders | The claimant is an employee of a subcontractor working for the member company. Due to negligence in the performance of duties by some employees of the member company during working hours, the subcontractor's employees are unable to carry out their work properly. Consequently, the claimant has lodged a complaint demanding corrective action. | JaCER notified the regular member company concerned of the case details.   | Closed (response completed)            | Closed (response completed)                 | -                                    | 25-Feb-26    |
| No.150_2025 | February 23rd, 2026 | JaCER Website     | Other(anonymity)                                      | JaCER Member Company | Member company subsidiary/group company                  | Hong Kong, Malaysia | Other issues           | Against customers          | The claimant submitted an enquiry concerning the products of a group company of the member company.   | JaCER notified the regular member company concerned of the case details.   | Closed (response completed)            | Closed (response completed)                 | -                                    | 24-Feb-26    |
| No.148_2025 | February 20th, 2026 | JaCER Website     | Representative of the rights holders(anonymity)       | JaCER Member Company | Member company subsidiary/group company                  | Japan               | Harassment             | Within the company/group   | The claimant, who is employed by a group company of the member company, has lodged a complaint requesting that the company issue a warning regarding conduct amounting to harassment by her/his superior.   | JaCER notified the regular member company concerned of the case details. Subsequently, as the claimant indicated its intention to withdraw the report, this case is hereby closed.   | Closed (response completed)            | Closed (response completed)                 | -                                    | 7-Apr-26     |
| No.147_2025 | February 15th, 2026 | JaCER Website     | Person affected by human rights violations(anonymity) | JaCER Member Company | Member company subsidiary/group company                  | Japan               | Discrimination         | Against other stakeholders | The claimant lodged a complaint demanding appropriate action, alleging that some supporters of the football club funded by member companies were engaging in defamatory and hateful remarks.  | JaCER notified the regular member company concerned of the case details.   | Monitoring after initial review report | Corrective and preventive measures underway | 24-Feb-26                            |              |
| No.146_2025 | February 14th, 2026 | JaCER Website     | Person affected by human rights violations            | JaCER Member Company | Member company's business partner (supply chain company) | Japan               | Labor issues           | By other business partners | The claimant, who had been working as a temporary worker at a business partner of the member company, lodged a complaint alleging that the personnel evaluation leading to the termination of her/his employment was questionable and that harassment had occurred within the workplace environment.  | The investigation by member company confirmed that certain behaviors by the person who was reported had occurred, but none of them were deemed to constitute power harassment, and no other actions that could be considered to have a negative impact on the human rights of the claimants were identified. | Closed (response completed)            | Closed (response completed)                 | 10-Mar-26                            | 1-May-26     |
| No.145_2025 | February 12th, 2026 | JaCER Website     | Person affected by human rights violations(anonymity) | JaCER Member Company | JaCER Member Company                                     | Japan               | Labor issues           | Within the company/group   | The claimant lodged a complaint requesting appropriate action be taken against a worker within the member company's workplace who was improperly receiving wages without providing labour.  | JaCER notified the regular member company concerned of the case details. Subsequently, as the claimant indicated its intention to withdraw the report, this case is hereby closed.   | Closed (response completed)            | Closed (response completed)                 | -                                    | 16-Feb-26    |

| Case Number | Date received       | Reporting Channel | Claimant  | Reported Company     | Alleged Company  | Case Location | Case Category (Issues)          | Case Category (Relations)  | Outline of Case  | Progress  | Status                                 |   | Date of initial review report issued | Closing Date |
|-------------|---------------------|-------------------|---|----------------------|--|---------------|---------------------------------|----------------------------|--|---|--|---|--------------------------------------|--------------|
|             |                     |                   |   |                      |  |               |                                 |                            |  |   | JaCER                                  | Reported Company                            |                                      |              |
| No.144_2025 | February 12th, 2026 | JaCER Website     | Proxy(anonymity)                                      | JaCER Member Company | Member company subsidiary/group company                  | Japan         | Harassment                      | Within the company/group   | The claimant alleged that acts amounting to power harassment were being perpetrated against certain employees at the workplace of a group company belonging to the member company, and submitted a petition demanding an investigation and strict measures.  | JaCER notified the regular member company concerned of the case details.  | Initial review report issued           | Response under consideration                | 27-Feb-26                            |              |
| No.143_2025 | February 11th, 2025 | JaCER Website     | Other(anonymity)                                      | JaCER Member Company | JaCER Member Company                                     | Japan         | Gender Issues                   | Within the company/group   | The claimant submitted opinions to a member company regarding initiatives on "sexual diversity", diversity-related evaluation metrics, and internal company systems.   | JaCER notified the regular member company concerned of the case details.  | Closed (response completed)            | Closed (response completed)                 | -                                    | 13-Feb-26    |
| No.142_2025 | February 7th, 2026  | JaCER Website     | Person affected by human rights violations            | JaCER Member Company | Member company subsidiary/group company                  | Japan         | Procedure for Grievance Redress | Within the company/group   | The claimant, a former employee of a subsidiary of the member company, has stated that there are issues with the company's response. Consequently, the claimant filed a complaint seeking appropriate action.  | JaCER notified the regular member company concerned of the case details.  | Initial review report issued           | Response under consideration                | 6-Mar-26                             |              |
| No.141_2025 | January 30th, 2026  | JaCER Website     | Person affected by human rights violations            | JaCER Member Company | JaCER Member Company                                     | Japan         | Harassment                      | Within the company/group   | The claimant, who worked at a domestic office of a member company, received inappropriate remarks from a workplace associate, which led to her/his leaving employment. Consequently, the claimant lodged a complaint seeking disciplinary action against the said associate.   | JaCER notified the regular member company concerned of the case details.  | Monitoring after initial review report | Fact-finding investigation underway         | 4-Feb-26                             |              |
| No.140_2025 | January 30th, 2025  | JaCER Website     | Other(anonymity)                                      | JaCER Member Company | Member company's business partner (supply chain company) | Japan         | Labor issues                    | By other business partners | The claimant submitted a request for investigation and corrective action, alleging excessive overtime issues at the workplace of a business partner of a member company.   | JaCER notified the regular member company concerned of the case details. The company conducted a fact-finding investigation and found no evidence supporting the reported claims. Additionally, the report was anonymous, making communication with the reporter difficult. Accordingly, this matter is closed. | Closed (response completed)            | Closed (response completed)                 | 16-Feb-26                            | 28-Apr-26    |
| No.139_2025 | January 28th, 2025  | JaCER Website     | Representative of the rights holders                  | JaCER Member Company | Member company subsidiary/group company                  | Malaysia      | Labor issues                    | Within the company/group   | The claimant, an employee of an overseas group company of the member company, has filed a petition seeking corrective actions and remedies. This follows severe harm to the workplace environment and health of employees resulting from misconduct, abuse of authority, harassment, and retaliatory actions within the workplace.   | JaCER notified the regular member company concerned of the case details.  | Monitoring after initial review report | Corrective and preventive measures underway | 10-Feb-26                            |              |
| No.138_2025 | January 24th, 2025  | JaCER Website     | Person affected by human rights violations            | JaCER Member Company | Member company's business partner (supply chain company) | France, USA   | Retaliation against claimant    | By other business partners | The claimant, a former employee of an overseas company that is a business partner of the member company, reported misconduct within that company and subsequently suffered severe retaliatory measures. Consequently, the claimant has lodged a complaint with the member company, demanding recognition of this human rights violation and a review of the business relationship. | JaCER notified the regular member company concerned of the case details.  | Initial review report issued           | Response under consideration                | 10-Mar-26                            |              |
| No.137_2025 | January 24th, 2025  | JaCER Website     | Person affected by human rights violations(anonymity) | JaCER Member Company | JaCER Member Company                                     | Japan         | Labor issues                    | Within the company/group   | The claimant is a temporary worker employed at a domestic branch of a member company. Due to demands exceeding the scope of their contractual duties, the claimant have lodged a complaint seeking improvements.   | JaCER notified the regular member company concerned of the case details.  | Initial review report issued           | Response under consideration                | 10-Feb-26                            |              |

| Case Number | Date received      | Reporting Channel | Claimant  | Reported Company     | Alleged Company  | Case Location | Case Category (Issues)           | Case Category (Relations) | Outline of Case  | Progress  | Status                                 |                                     | Date of initial review report issued | Closing Date |
|-------------|--------------------|-------------------|---|----------------------|--|---------------|----------------------------------|---------------------------|--|---|--|-------------------------------------|--------------------------------------|--------------|
|             |                    |                   |   |                      |  |               |                                  |                           |  |   | JaCER                                  | Reported Company                    |                                      |              |
| No.136_2025 | January 23rd, 2026 | JaCER Website     | Person affected by human rights violations            | JaCER Member Company | Member company subsidiary/group company                  | Japan         | Invasion of privacy              | Against customers         | The claimant lodged a complaint with the member company, requesting an investigation and guidance, alleging that she/he had been subjected to acts threatening her/his privacy and psychological safety by representative(s) of the member company's group company.  | JaCER notified the regular member company concerned of the case details.  | Closed (response completed)            | Closed (response completed)         | 29-Jan-26                            | 13-Feb-26    |
| No.135_2025 | January 16th, 2025 | JaCER Website     | Person affected by human rights violations(anonymity) | JaCER Member Company | JaCER Member Company                                     | Japan         | Harassment                       | Within the company/group  | The claimant lodged a complaint alleging that certain remarks and actions amounting to power harassment had occurred within a department of a member company.  | JaCER closed the case because the claimant indicated a desire to withdraw the case after receiving the grievance.       | Closed (response completed)            | Closed (response completed)         | -                                    | 22-Jan-26    |
| No.134_2025 | January 16th, 2025 | JaCER Website     | Person affected by human rights violations(anonymity) | JaCER Member Company | Member company subsidiary/group company                  | Japan         | Non-compliance                   | Within the company/group  | The claimant lodged a complaint demanding corrective action, alleging that a group company of the member company was engaging in unfair trading practices, refusing to pass on price increases, and labour exploitation (enforced unpaid labour) against their business partner.   | JaCER notified the regular member company concerned of the case details.  | Monitoring after initial review report | Fact-finding investigation underway | 2-Feb-26                             |              |
| No.133_2025 | January 16th, 2026 | JaCER Website     | Representative of the rights holders(anonymity)       | JaCER Member Company | JaCER Member Company                                     | Japan         | Harassment                       | Within the company/group  | The claimant's partner, an employee of a member company, subjected workplace harassment from the superior. Consequently, a petition was filed demanding appropriate action from the company.   | After the initial review report was issued, the reporter contacted the member company and JaCER to withdraw the report. | Closed (response completed)            | Closed (response completed)         | 4-Feb-26                             | 16-Feb-26    |
| No.132_2025 | January 14th, 2026 | JaCER Website     | Person affected by human rights violations            | JaCER Member Company | Member company's business partner (supply chain company) | Malaysia      | Non-compliance                   | By financing partners     | The claimant alleged that she/he was subjected to systematic retaliation against the reporting by an overseas subsidiary funded by a company with which the member company had business dealings.  | JaCER notified the regular member company concerned of the case details.  | Closed (response completed)            | Closed (response completed)         | -                                    | 6-Feb-26     |
| No.131_2025 | January 13th, 2026 | JaCER Website     | Person affected by human rights violations            | JaCER Member Company | Member company subsidiary/group company                  | Japan         | Harassment                       | Within the company/group  | The claimant, a temporary worker at a member company's domestic facility, submitted a request for appropriate action, stating that she/he has been subjected to unfair treatment due to the impact of a harassment incident involving an employee of the member company.   | JaCER notified the regular member company concerned of the case details.  | Initial review report issued           | Fact-finding investigation underway | 27-Jan-26                            |              |
| No.130_2025 | January 13th, 2026 | JaCER Website     | Other   | JaCER Member Company | Member company's business partner (supply chain company) | Brazil        | Indigenous/local people's rights | By suppliers              | The claimant submitted a request demanding that the suppliers, which provide raw materials and components to multiple companies including member firms, exercise its influence appropriately to rectify the violation of the rights of indigenous peoples and local communities residing near Brazilian smelters and other facilities. | JaCER notified the regular member company concerned of the case details.  | Monitoring after initial review report | Fact-finding investigation underway | 27-Jan-26                            |              |
| No.129_2025 | January 13th, 2026 | JaCER Website     | Other   | JaCER Member Company | Member company's business partner (supply chain company) | Brazil        | Indigenous/local people's rights | By suppliers              | The claimant submitted a request demanding that the suppliers, which provide raw materials and components to multiple companies including member firms, exercise its influence appropriately to rectify the violation of the rights of indigenous peoples and local communities residing near Brazilian smelters and other facilities. | JaCER notified the regular member company concerned of the case details.  | Monitoring after initial review report | Fact-finding investigation underway | 27-Jan-26                            |              |

| Case Number | Date received       | Reporting Channel | Claimant  | Reported Company     | Alleged Company  | Case Location | Case Category (Issues)         | Case Category (Relations)  | Outline of Case   | Progress   | Status                                 |   | Date of initial review report issued | Closing Date |
|-------------|---------------------|-------------------|---|----------------------|--|---------------|--------------------------------|----------------------------|---|--|--|---|--------------------------------------|--------------|
|             |                     |                   |   |                      |  |               |                                |                            |   |  | JaCER                                  | Reported Company                            |                                      |              |
| No.128_2025 | January 11th, 2026  | JaCER Website     | Person affected by human rights violations(anonymity) | JaCER Member Company | Member company's business partner (supply chain company) | Japan         | Harassment                     | By suppliers               | The claimant is an employee of a business partner working at a domestic factory of the member company, but has been subjected to harassment by the superior at that company and has lodged a complaint seeking appropriate action.  | JaCER notified the regular member company concerned of the case details. Subsequently, the claimant switched to reporting to the member company contact point.   | Closed (response completed)            | Closed (response completed)                 | -                                    | 18-Mar-26    |
| No.127_2025 | December 31st, 2025 | JaCER Website     | Person affected by human rights violations            | JaCER Member Company | Member company's business partner (supply chain company) | Japan         | Harassment                     | Against customers          | The claimant purchased and had installed the member company's product through a retailer. However, during the repair and return process, the claimant received remarks from the retailer's representative that amounted to personal insults. Consequently, the claimant lodged a complaint with the member company, demanding appropriate action against the retailer and an apology. | JaCER notified the regular member company concerned of the case details.   | Monitoring after initial review report | Closed (response completed)                 | 22-Jan-26                            |              |
| No.125_2025 | December 27th, 2025 | JaCER Website     | Other(anonymity)                                      | JaCER Member Company | JaCER Member Company                                     | Japan         | Occupational Health and Safety | By other stakeholders      | The claimant submitted a request urging the member company to take appropriate measures in light of the occurrence of an incident at its domestic factory.  | JaCER notified the regular member company concerned of the case details.   | Closed (response completed)            | Closed (response completed)                 | -                                    | -            |
| No.124_2025 | December 25th, 2025 | JaCER Website     | Person affected by human rights violations            | JaCER Member Company | Member company's business partner (supply chain company) | Japan         | Harassment                     | By other business partners | The claimant, employed as a temporary worker at the member company, has been subjected to harassment by a fellow employee and has lodged a claim seeking appropriate workplace measures and compensation for damages.   | JaCER notified the regular member company concerned of the case details.<br>Following an investigation by the member company, no evidence of the harassment alleged by the claimant was found; however, as the claimant has demonstrated a certain degree of understanding and appreciation regarding investigation and explanation of its findings, this case is hereby closed. | Closed (response completed)            | Closed (response completed)                 | 3-Feb-26                             | 30-Mar-26    |
| No.123_2025 | December 24th, 2025 | JaCER Website     | Person affected by human rights violations            | JaCER Member Company | JaCER Member Company                                     | Japan         | Labor issues                   | Within the company/group   | The claimant had been working as a temporary worker for a member company, but her/his temporary employment contract will be terminated due to a relationship with employees of that member company. The claimant has lodged a complaint alleging that this termination is unfair.   | JaCER closed the case because the claimant indicated a desire to withdraw the case after receiving the grievance.  | Closed (response completed)            | Closed (response completed)                 | -                                    | 7-Jan-26     |
| No.122_2025 | December 23rd, 2025 | JaCER Website     | Person affected by human rights violations            | JaCER Member Company | JaCER Member Company                                     | Japan         | Labor issues                   | Within the company/group   | The claimant, an employee of a member company, has submitted a petition demanding prompt action, as the department and other relevant parties have failed to provide appropriate support regarding her/his return to work following a period of leave.  | JaCER notified the regular member company concerned of the case details.   | Initial review report issued           | Fact-finding investigation underway         | 13-Jan-26                            |              |
| No.121_2025 | December 22th, 2025 | JaCER Website     | Person affected by human rights violations            | JaCER Member Company | JaCER Member Company                                     | Japan         | Labor issues                   | Within the company/group   | The claimant, an employee of a member company, submitted a request to the company seeking appropriate explanation and action, as an unreasonable and unjust personnel assessment was conducted during her/his period of medical leave without any reasonable justification.   | JaCER notified the regular member company concerned of the case details.   | Monitoring after initial review report | Corrective and preventive measures underway | 3-Feb-26                             |              |
| No.120_2025 | December 22th, 2025 | JaCER Website     | Other(anonymity)                                      | JaCER Member Company | Member company's business partner (supply chain company) | Indonesia     | Environmental issues           | By suppliers               | The claimant alleged that the procurement of biomass fuel by a member company is linked to environmental destruction, loss of biodiversity, and human rights violations resulting from logging in Indonesia's natural forests.  | JaCER notified the regular member company concerned of the case details.   | Monitoring after initial review report | Fact-finding investigation underway         | 19-Jan-26                            |              |

| Case Number | Date received       | Reporting Channel | Claimant                                   | Reported Company     | Alleged Company  | Case Location | Case Category (Issues) | Case Category (Relations)                  | Outline of Case  | Progress   | Status                                 |                                     | Date of initial review report issued | Closing Date |
|-------------|---------------------|-------------------|--|----------------------|--|---------------|------------------------|--|--|--|--|-------------------------------------|--------------------------------------|--------------|
|             |                     |                   |  |                      |  |               |                        |  |  |  | JaCER                                  | Reported Company                    |                                      |              |
| No.119_2025 | December 19th, 2025 | JaCER Website     | Other(anonymity)                           | JaCER Member Company | JaCER Member Company                                     | Japan         | Non-compliance         | Within the company/group                   | The claimant submitted a request for appropriate action, alleging that an issue concerning improper fund management by an employee had arisen at a domestic branch office of a member company, yet had not been reported to the head office.   | JaCER notified the regular member company concerned of the case details.<br>The company conducted a factual investigation at its domestic office but could not verify the facts related to the reported matter.<br>Furthermore, the claimant could not be reached for a certain period and continuation of dialogue is therefore impracticable, this case is closed. | Closed (response completed)            | Closed (response completed)         | 8-Jan-26                             | 30-Mar-26    |
| No.118_2025 | December 17th, 2025 | JaCER Website     | Other(anonymity)                           | JaCER Member Company | Member company subsidiary/group company                  | Japan         | Harassment             | Within the company/group                   | The claimant lodged a complaint with the member company, requesting appropriate action be taken regarding a manager employed by one of its subsidiaries who had engaged in inappropriate conduct towards female employees.   | JaCER notified the regular member company concerned of the case details.   | Initial review report issued           | Fact-finding investigation underway | 9-Jan-26                             |              |
| No.117_2025 | December 14th, 2025 | JaCER Website     | Person affected by human rights violations | JaCER Member Company | Member company's business partner (supply chain company) | Japan         | Labor issues           | Member Company's Medical Service Providers | The claimant, who had been employed at a medical institution to which a member company outsourced medical services, filed a claim seeking disciplinary action against the personnel officers and compensation, alleging that she/he had been unfairly forced to resign by that officers.   | JaCER notified the regular member company concerned of the case details.   | Closed (response completed)            | Closed (response completed)         | 5-Jan-26                             | 13-Mar-26    |
| No.116_2025 | December 13th, 2025 | JaCER Website     | Person affected by human rights violations | JaCER Member Company | JaCER Member Company                                     | Japan         | Harassment             | Within the company/group                   | The claimant, who is working at a domestic facility of a member company, has lodged a complaint alleging that she/he is subjected to threats and harassment by its superior.   | Upon checking with the member company, the facts contained in the report were not confirmed.   | Closed (response completed)            | Closed (response completed)         | 8-Jan-26                             | 16-Feb-26    |
| No.115_2025 | December 9th, 2025  | JaCER Website     | Person affected by human rights violations | JaCER Member Company | JaCER Member Company                                     | Japan         | Discrimination         | Within the company/group                   | The claimant, who had worked for the member company as a permanent employee until retirement and subsequently as a temporary worker, alleges that the non-renewal of her/his employment contract on the grounds of age constitutes age discrimination. She/He further contends that the handling of this matter by the internal whistleblowing channel lacked impartiality. Consequently, the claimant has lodged a complaint seeking an apology and compensation. | JaCER notified the regular member company concerned of the case details.   | Monitoring after initial review report | Requesting Closure                  | 21-Jan-26                            |              |
| No.114_2025 | December 6th, 2025  | JaCER Website     | Other(anonymity)                           | JaCER Member Company | JaCER Member Company                                     | Japan         | Non-compliance         | Within the company/group                   | The claimant alleged that an employee working at a domestic office of a member company had engaged in inappropriate conduct in her/his private life.   | JaCER notified the regular member company concerned of the case details.   | Closed (response completed)            | Closed (response completed)         | -                                    | -            |
| No.113_2025 | December 1st, 2025  | JaCER Website     | Other(anonymity)                           | JaCER Member Company | Member company's business partner (supply chain company) | Japan         | Non-compliance         | By other business partners                 | The claimant lodged a complaint stating that it is problematic for a member company to publish advertisements concerning a company with questionable sales practices.  | JaCER notified the regular member company concerned of the case details.   | Closed (response completed)            | Closed (response completed)         | -                                    | -            |
| No.112_2025 | November 28th, 2025 | JaCER Website     | Person affected by human rights violations | JaCER Member Company | Member company subsidiary/group company                  | Japan         | Labor issues           | Within the company/group                   | The claimant, an employee working for a group company of a member company, was assigned to perform duties outside her area of expertise due to a personnel transfer, which constituted an unreasonable demand. She therefore submitted a claim seeking corrective and remedial measures.   | JaCER notified the regular member company concerned of the case details.   | Initial review report issued           | Fact-finding investigation underway | 18-Dec-25                            |              |

| Case Number | Date received       | Reporting Channel | Claimant  | Reported Company     | Alleged Company                         | Case Location | Case Category (Issues)          | Case Category (Relations)  | Outline of Case   | Progress   | Status                                 |                                     | Date of initial review report issued | Closing Date |
|-------------|---------------------|-------------------|---|----------------------|---|---------------|---------------------------------|----------------------------|---|--|--|-------------------------------------|--------------------------------------|--------------|
|             |                     |                   |   |                      |   |               |                                 |                            |   |  | JaCER                                  | Reported Company                    |                                      |              |
| No.111_2025 | November 17th, 2025 | JaCER Website     | Person affected by human rights violations            | JaCER Member Company | Member company subsidiary/group company | Japan         | Non-compliance                  | Within the company/group   | The claimant has submitted a request for the implementation of an appropriate internal investigation, alleging that one officer or employee of a group company of the member company has committed a serious act of misconduct, and that the claimant has consequently suffered damage as a result. | JaCER notified the regular member company concerned of the case details.   | Monitoring after initial review report | Fact-finding investigation underway | 1-Dec-25                             |              |
| No.110_2025 | November 13th, 2025 | JaCER Website     | Person affected by human rights violations(anonymity) | JaCER Member Company | JaCER Member Company                    | Japan         | Harassment                      | Within the company/group   | The claimant, an employee of an external contractor working at a member company's store, lodged a complaint alleging that she/he had received offensive remarks about the appearance from a member company's staff member.  | JaCER notified the regular member company concerned of the case details.   | Closed (response completed)            | Closed (response completed)         |                                      |              |
| No.109_2025 | November 10th, 2025 | JaCER Website     | Person affected by human rights violations            | JaCER Member Company | Member company subsidiary/group company | Japan         | Harassment                      | Within the company/group   | The claimant, an employee of a member company's group of company, filed a claim alleging that she/he was subjected to harassment involving physical contact and inappropriate language and behavior by the supervisor in the workplace, which left her/him mentally shocked.                        | The member company's group company conducted an investigation in light of the claimant's report and, based on the findings of that investigation, took disciplinary action against the supervisor who was the subject of the report. During the response period, the member company's group company also provided feedback to the claimant on multiple occasions regarding the investigation results and the disciplinary outcome. | Closed (response completed)            | Closed (response completed)         | 25-Nov-25                            | 27-Feb-26    |
| No.107_2025 | November 6th, 2025  | JaCER Website     | Person affected by human rights violations            | JaCER Member Company | JaCER Member Company                    | Japan         | Harassment                      | By other business partners | The claimant, while working at a domestic store of a member company, was performing customer service duties and alleged that she/he was subjected to violent behavior by another co-worker.   | JaCER notified the regular member company concerned of the case details.   | Initial review report issued           | Fact-finding investigation underway | 19-Nov-25                            |              |
| No.106_2025 | November 3rd, 2025  | JaCER Website     | Person affected by human rights violations            | JaCER Member Company | Member company subsidiary/group company | China         | Unjustified disciplinary action | Within the company/group   | The claimant, an employee working for an overseas affiliate of a member company, has filed a claim demanding the withdrawal of what she/he considers to be unfair disciplinary action and dismissal procedures imposed by the superiors, and seeking appropriate compensation.                      | JaCER notified the regular member company concerned of the case details.<br>Following an investigation into the matter by an affiliate of the member company in question, the alleged facts could not be substantiated. Furthermore, as the claimant has continued to work as normal since then and has not raised any objections to the findings of the investigation, this case has been closed.                                 | Closed (response completed)            | Closed (response completed)         | 19-Nov-25                            | 14-Apr-26    |
| No.105_2025 | November 1st, 2025  | JaCER Website     | Person affected by human rights violations            | JaCER Member Company | Member company subsidiary/group company | France        | Labor issues                    | Within the company/group   | The claimant, an employee of a member company, was seconded to an overseas affiliate. However, as educational expenses for the accompanying child and other benefits were not being appropriately provided, the claimant lodged a petition demanding improvement.                                   | JaCER notified the regular member company concerned of the case details.   | Monitoring after initial review report | Closed (response completed)         | 19-Nov-25                            |              |
| No.104_2025 | October 21st, 2025  | JaCER Website     | Representative of the rights holders                  | JaCER Member Company | Member company subsidiary/group company | Japan         | Harassment                      | By customers               | The claimant, an affiliate of a member company's group of companies, filed a complaint requesting an appropriate method of responding to "smell harassment" by a customer who visit the store.  | The group company, in cooperation with the member company, posted notices warning customers visiting the store about the odor and also established other appropriate response policies.  | Closed (response completed)            | Closed (response completed)         | 9-Nov-25                             | 14-Feb-26    |
| No.103_2025 | October 20th, 2025  | JaCER Website     | Person affected by human rights violations(anonymity) | JaCER Member Company | Member company subsidiary/group company | Japan         | Harassment                      | Within the company/group   | The claimant filed a complaint seeking a comfortable work environment and fair personnel practices because of rampant power harassment by certain managers at a domestic branch office of a member company's group of companies, which has also affected its personnel practices.                   | JaCER notified the regular member company concerned of the case details.<br>Following verification by the member company concerned, it was found that the alleged adverse human rights impacts were not linked to the member company concerned. Based on this fact, this case has been closed.   | Closed (response completed)            | Closed (response completed)         | 4-Nov-25                             | 5-Dec-25     |

| Case Number | Date received      | Reporting Channel | Claimant  | Reported Company     | Alleged Company  | Case Location          | Case Category (Issues) | Case Category (Relations)    | Outline of Case  | Progress   | Status                                 |                                     | Date of initial review report issued | Closing Date |
|-------------|--------------------|-------------------|---|----------------------|--|------------------------|------------------------|------------------------------|--|--|--|-------------------------------------|--------------------------------------|--------------|
|             |                    |                   |   |                      |  |                        |                        |                              |  |  | JaCER                                  | Reported Company                    |                                      |              |
| No.102_2025 | October 11th, 2025 | JaCER Website     | Person affected by human rights violations(anonymity) | JaCER Member Company | Member company subsidiary/group company                  | Japan                  | Harassment             | Within the company/group     | The claimant, an employee of a business partner of regular member company, is being harassed by a specific employee within the company, and is being adversely affected mentally. Therefore, the claimant filed a petition requesting the company to issue a warning regarding harassment within the group.  | The member company was unable to maintain contact with the claimant and could not obtain the information necessary to proceed, making it difficult to continue the response, and therefore closed the case.  | Closed (response completed)            | Closed (response completed)         | 23-Oct-25                            | 13-Apr-26    |
| No.101_2025 | October 10th, 2025 | JaCER Website     | Person affected by human rights violations            | JaCER Member Company | Member company's business partner (supply chain company) | Japan                  | Disabilities           | By suppliers                 | The claimant, a family member of an employee who works for a group company of a regular member company, filed a claim for improvement in response to the company's failure to give reasonable consideration to persons with disabilities by the group's subcontractor with respect to its health insurance association.                            | After confirming the facts by the member companies, it was concluded that there are limited situations where reasonable accommodations should be made for this case, and considering that certain flexible and practical accommodations were observed, it was judged to be appropriate to close the matter.  | Closed (response completed)            | Closed (response completed)         | 13-Nov-25                            | 16-Jan-26    |
| No.100_2025 | October 9th, 2025  | JaCER Website     | Person affected by human rights violations            | JaCER Member Company | Member company subsidiary/group company                  | Japan                  | Harassment             | Within the company/group     | The claimant, who has been employed by a group company of the member company, suffered adverse effects on their mental health due to power harassment from multiple superiors, forcing them to take leave of absence. Consequently, she/he submitted a claim to the company demanding appropriate action and redress.                              | JaCER notified the regular member company concerned of the case details.   | Monitoring after initial review report | Closed (response completed)         | 28-Oct-25                            |              |
| No.099_2025 | October 9th, 2025  | JaCER Website     | Person affected by human rights violations            | JaCER Member Company | JaCER Member Company                                     | Japan                  | Invasion of privacy    | Within the company/group     | The claimant alleged that while working as a dispatched worker at a domestic factory of a member company, their personal information and biometric data may have been used in technological development without their consent, and that this may have adversely affected their physical and mental health even after leaving the company.          | JaCER notified the regular member company concerned of the case details. As a result of verification conducted at the member company in question, no relation was found between the whistleblower's claims regarding effects on the physical and mental health and the company's technology. Accordingly, it was decided that this case is closed. | Closed (response completed)            | Closed (response completed)         | 24-Oct-25                            | 2-Feb-26     |
| No.098_2025 | October 4th, 2025  | JaCER Website     | Person affected by human rights violations            | JaCER Member Company | Member company's business partner (supply chain company) | Japan                  | Disabilities           | By suppliers                 | The claimant lodged a complaint requesting that the renovation work carried out by a business partner of a full member company be rectified, on the grounds that it lacked reasonable accommodation as required under the Act on the Elimination of Discrimination against Persons with Disabilities.  | JaCER notified the regular member company concerned of the case details. Following verification by the member company concerned, it was found that the alleged adverse human rights impacts were not linked to the member company concerned. Based on this fact, this case has been closed   | Closed (response completed)            | Closed (response completed)         | 21-Oct-25                            | 2-Dec-25     |
| No.097_2025 | October 4th, 2025  | JaCER Website     | Other(anonymity)                                      | JaCER Member Company | JaCER Member Company                                     | Japan                  | Gender Issues          | In advertising and marketing | The claimant, acting from a consumer perspective, submitted a complaint asserting that the sales format employed by vendor staff at baseball stadiums for member companies' merchandise fosters the sexualisation of women. They contended that this practice should be rectified from the standpoint of gender discrimination and related issues. | JaCER notified the regular member company concerned of the case details.   | Monitoring after initial review report | Dialogue with the claimant underway | 21-Oct-25                            |              |
| No.096_2025 | October 2nd, 2025  | JaCER Website     | Person affected by human rights violations            | JaCER Member Company | Member company subsidiary/group company                  | Saudi Arabia, Pakistan | Discrimination         | Within the company/group     | The claimant, who had been employed by an overseas group company of a member company, filed a claim seeking financial compensation, alleging that he had been unfairly forced to resign due to racial issues and other factors, thereby suffering financial loss and psychological distress.   | JaCER notified the regular member company concerned of the case details. After explaining the results of the survey conducted by a member company to the complainant, their understanding was obtained.  | Closed (response completed)            | Closed (response completed)         | 12-Nov-25                            | 3-Feb-26     |

| Case Number | Date received        | Reporting Channel      | Claimant                                   | Reported Company     | Alleged Company  | Case Location | Case Category (Issues) | Case Category (Relations)  | Outline of Case  | Progress  | Status                                 |   | Date of initial review report issued | Closing Date |
|-------------|----------------------|------------------------|--|----------------------|--|---------------|------------------------|----------------------------|--|---|--|---|--------------------------------------|--------------|
|             |                      |                        |  |                      |  |               |                        |                            |  |   | JaCER                                  | Reported Company                            |                                      |              |
| No.094_2025 | October 1st, 2025    | Member company channel | Other                                      | JaCER Member Company | JaCER Member Company                                     | Japan         | Labor issues           | Within the company/group   | The claimant filed a complaint requesting improvement of the situation due to the habitual long working hours at the bases of regular member companies, which have caused health issues and stress among employees.  | JaCER notified the regular member company concerned of the case details. As a result of the investigation conducted at the member company in question, no long working hours constituting a violation of the law were confirmed. The company will continue to implement measures aimed at maintaining the physical and mental health of its employees and achieving work-life balance. Due to the above reason as well as the difficulty in communicating with the whistleblower, this matter has been determined to be closed on that basis. | Closed (response completed)            | Closed (response completed)                 | 8-Oct-25                             | 15-Dec-25    |
| No.093_2025 | September 29th, 2025 | JaCER Website          | Other(anonymity)                           | JaCER Member Company | JaCER Member Company                                     | Japan         | Children's rights      | Against other stakeholders | The claimant filed a complaint with the company seeking fact-finding and disciplinary action against an alleged employee of a regular member company, alleging that his child was subjected to conduct amounting to a human rights violation in an online classroom conducted by the alleged employee as a side business.                            | JaCER notified the regular member company concerned of the case details.  | Closed (response completed)            | Closed (response completed)                 | -                                    | 1-Oct-25     |
| No.092_2025 | September 28th, 2025 | JaCER Website          | Person affected by human rights violations | JaCER Member Company | Member company subsidiary/group company                  | Japan         | Harassment             | Within the company/group   | The claimant, an employee of a group company of a regular member company, was harassed by several supervisors and forced to resign from his position, and filed a complaint seeking appropriate disciplinary action against the supervisors.   | JaCER notified the regular member company concerned of the case details. Following verification by the member company concerned, it was found that the member company concerned has already responded to the claimant on the same case prior to this present case. Based on this fact, this case has been closed.   | Closed (response completed)            | Closed (response completed)                 | 14-Oct-25                            | 8-Jan-26     |
| No.091_2025 | September 28th, 2025 | JaCER Website          | Other(anonymity)                           | JaCER Member Company | Member company's business partner (supply chain company) | Japan         | Children's rights      | By other business partners | The claimant has filed a petition requesting that member companies, as business partners, exert influence over rights holders involved in the sexual abuse scandal concerning the former Johnny & Associates, Inc. This follows the rights holders initiating what amounts to SLAPP-like unjust litigation, thereby causing secondary victimisation. | JaCER notified the regular member company concerned of the case details.  | Initial review report issued           | Response under consideration                | 14-Oct-25                            |              |
| No.090_2025 | September 28th, 2025 | JaCER Website          | Other(anonymity)                           | JaCER Member Company | Member company's business partner (supply chain company) | Japan         | Children's rights      | By other business partners | The claimant has filed a petition requesting thatt member companies with business dealings with the former Johnny & Associates, Inc. exert their influence, alleging that the agency has brought unjustified lawsuits equivalent to SLAPP actions against individuals reporting sexual abuse, thereby causing secondary victimisation.               | JaCER notified the regular member company concerned of the case details.  | Monitoring after initial review report | Response under consideration                | 14-Oct-25                            |              |
| No.089_2025 | September 28th, 2025 | JaCER Website          | Other(anonymity)                           | JaCER Member Company | Member company's business partner (supply chain company) | Japan         | Children's rights      | By other business partners | The claimant has filed a petition requesting that member companies, as business partners, exert influence over rights holders involved in the sexual abuse scandal concerning the former Johnny & Associates, Inc. This follows the rights holders initiating what amounts to SLAPP-like unjust litigation, thereby causing secondary victimisation. | JaCER notified the regular member company concerned of the case details.  | Monitoring after initial review report | Corrective and preventive measures underway | 14-Oct-25                            |              |
| No.088_2025 | September 28th, 2025 | JaCER Website          | Other(anonymity)                           | JaCER Member Company | Member company's business partner (supply chain company) | Japan         | Children's rights      | By other business partners | The claimant filed a petition requesting that the member company exercise its leverage, asserting that one of the company's business counterparty has brought an unjust lawsuit against a rights holder alleging a violation of children's rights.   | JaCER notified the member company concerned of the case details.  | Monitoring after initial review report | Closed (response completed)                 | 14-Oct-25                            |              |

| Case Number | Date received        | Reporting Channel | Claimant  | Reported Company     | Alleged Company  | Case Location | Case Category (Issues)          | Case Category (Relations)  | Outline of Case   | Progress  | Status                                 |                                     | Date of initial review report issued | Closing Date |
|-------------|----------------------|-------------------|---|----------------------|--|---------------|---------------------------------|----------------------------|---|---|--|-------------------------------------|--------------------------------------|--------------|
|             |                      |                   |   |                      |  |               |                                 |                            |   |   | JaCER                                  | Reported Company                    |                                      |              |
| No.087_2025 | September 27th, 2025 | JaCER Website     | Person affected by human rights violations(anonymity) | JaCER Member Company | JaCER Member Company                                     | Japan         | Harassment/Violence             | Against other stakeholders | The claimant filed a petition demanding that the company take disciplinary action and prevent a recurrence of such an incident, after an employee of a regular member company assaulted the wife of said employee and also assaulted the claimant.  | JaCER notified the regular member company concerned of the case details.  | Closed (response completed)            | Closed (response completed)         |                                      |              |
| No.086_2025 | September 25th, 2025 | JaCER Website     | Person affected by human rights violations            | JaCER Member Company | Investee company of member companies                     | Japan         | Labor issues                    | By other business partners | The claimant accepted a job as a freelancer with an investee company of a regular member company. However, no formal contract was signed and an unreasonably low amount of remuneration was offered. After negotiating with the company, the claimant received a unilateral notice of termination of the contract and was deprived of the opportunity to work. She/He also filed a claim for compensation, etc., claiming that her/his mental health was harmed as a result of this effect. | JaCER notified the regular member company concerned of the case details.  | Monitoring after initial review report | Dialogue with the claimant underway | 9-Oct-25                             |              |
| No.085_2025 | September 19th, 2025 | JaCER Website     | Other(anonymity)                                      | JaCER Member Company | Member company subsidiary/group company                  | Japan         | Labor issues                    | Within the company/group   | The claimant lodged a petition requesting that a group company of the JaCER member company rectify the situation, as it was assigning excessive workloads to an employee working reduced hours for childcare purposes, thereby failing to provide an appropriate working arrangement.   | JaCER notified the regular member company concerned of the case details.  | Initial review report issued           | Fact-finding investigation underway | 2-Oct-25                             |              |
| No.084_2025 | September 17th, 2025 | JaCER Website     | Representative of the rights holders(anonymity)       | JaCER Member Company | JaCER Member Company                                     | Japan         | Harassment                      | Within the company/group   | The claimant, as agent, filed a petition requesting that appropriate dialogue and remedies be implemented with the victim in a case in which an officer or employee of an active member company committed physical violence against a person.   | JaCER notified the regular member company concerned of the case details.  | Monitoring after initial review report | Fact-finding investigation underway | 11-Nov-25                            |              |
| No.083_2025 | September 16th, 2025 | JaCER Website     | Person affected by human rights violations(anonymity) | JaCER Member Company | Member company's business partner (supply chain company) | Japan         | Harassment                      | Within the company/group   | The claimant, who is employed by a group company of the member company, lodged a complaint seeking redress for the situation where only she/he was arbitrarily denied permission to commute by car.   | JaCER closed the case because the claimant indicated a desire to withdraw the case after receiving the grievance.   | Closed (response completed)            | Closed (response completed)         | -                                    | 18-Sep-25    |
| No.082_2025 | September 14th, 2025 | JaCER Website     | Other(anonymity)                                      | JaCER Member Company | Member company's business partner (supply chain company) | China         | Forced labor                    | By suppliers               | The claimant filed a complaint against an overseas company with which a member company does business, alleging that its workers are engaged in forced labor, etc., and demanding that the member company case doing business with the company, conduct an investigation, and disclose the information.  | JaCER notified the regular member company concerned of the case details. Following verification by the member company concerned, it was found that the alleged adverse human rights impacts were not linked to the member company concerned. Based on this fact, this case has been closed. | Closed (response completed)            | Closed (response completed)         | 30-Sep-25                            | 22-Dec-25    |
| No.079_2025 | September 8th, 2025  | JaCER Website     | Person affected by human rights violations            | JaCER Member Company | Member company's business partner (supply chain company) | Japan         | Procedure for Grievance Redress | Against other stakeholders | The claimant, a sole trader involved in a project at a joint venture company funded by a full member company, lodged a complaint alleging that the full member company's grievance handling procedures had failed to address appropriately a case where the complainant claimed to have suffered power harassment and other abuses by a business partner.   | JaCER notified the regular member company concerned of the case details.  | Monitoring after initial review report | Closed (response completed)         | 17-Oct-25                            |              |

| Case Number | Date received       | Reporting Channel | Claimant  | Reported Company     | Alleged Company  | Case Location | Case Category (Issues)           | Case Category (Relations)  | Outline of Case  | Progress  | Status                                 |                                     | Date of initial review report issued | Closing Date |
|-------------|---------------------|-------------------|---|----------------------|--|---------------|----------------------------------|----------------------------|--|---|--|-------------------------------------|--------------------------------------|--------------|
|             |                     |                   |   |                      |  |               |                                  |                            |  |   | JaCER                                  | Reported Company                    |                                      |              |
| No.078_2025 | September 7th, 2025 | JaCER Website     | Other(anonymity)                                      | JaCER Member Company | Member company subsidiary/group company                  | China         | Non-compliance                   | Within the company/group   | The claimant submitted a request demanding corrective action regarding inappropriate conducts by executives at an overseas group company of a JaCER member company.  | JaCER notified the regular member company concerned of the case details.<br>Based on information provided by the claimant, the member company conducted an investigation. As the facts alleged were not confirmed, the matter was concluded by announcing a warning locally. Accordingly, this case is deemed closed. | Closed (response completed)            | Closed (response completed)         | 17-Oct-25                            | 10-Feb-26    |
| No.076_2025 | September 2nd, 2025 | JaCER Website     | Person affected by human rights violations            | JaCER Member Company | Member company subsidiary/group company                  | India         | Labor issues                     | Within the company/group   | The claimant, who was employed by an overseas group company of the member organisation, submitted a petition demanding an investigation into systemic issues, alleging that the company had engaged in discriminatory practices in recruitment, infringements of employee privacy, and conduct amounting to harassment, etc. | JaCER notified the regular member company concerned of the case details.  | Initial review report issued           | Fact-finding investigation underway | 10-Sep-25                            |              |
| No.072_2025 | August 26th, 2025   | JaCER Website     | Person affected by human rights violations            | JaCER Member Company | JaCER Member Company                                     | Japan         | Other issues                     | Against other stakeholders | The claimant has a private issue with an employee of a regular member company and has filed a petition requesting dialogue aimed at resolving the issue.   | JaCER notified the regular member company concerned of the case details.  | Closed (response completed)            | Closed (response completed)         |                                      |              |
| No.071_2025 | August 23rd, 2025   | JaCER Website     | Person affected by human rights violations            | JaCER Member Company | JaCER Member Company                                     | Japan         | Harassment                       | Within the company/group   | The claimant reported harassment and compliance issues committed by a former executive of a member company to the company, but as the response was deemed insufficient, the claimant filed a complaint with JaCER.   | JaCER notified the regular member company concerned of the case details.  | Monitoring after initial review report | Closed (response completed)         | 22-Sep-25                            |              |
| No.069_2025 | August 13th, 2025   | JaCER Website     | Person affected by human rights violations            | JaCER Member Company | Member company subsidiary/group company                  | Indonesia     | Freedom of association           | Within the company/group   | The claimant filed a complaint alleging that the chairperson of secretary of a labour union at a foreign subsidiary of a regular member company had been dismissed and that retaliatory measures were being taken against union members who objected to the dismissal.   | JaCER notified the regular member company concerned of the case details.  | Closed (response completed)            | Closed (response completed)         | 29-Jan-26                            | 13-Mar-26    |
| No.067_2025 | August 11th, 2025   | JaCER Website     | Person affected by human rights violations            | JaCER Member Company | Member company subsidiary/group company                  | Japan         | Non-compliance                   | Within the company/group   | The claimant, an employee of a regular member company, filed a complaint alleging that she/he had suffered mental distress due to false statements made in internal confidential documents regarding customer issues.  | JaCER notified the regular member company concerned of the case details.<br>The member company conducted an investigation based on the complaint. The member company explained the results of the investigation to the claimant, and the claimant accepted them.  | Closed (response completed)            | Closed (response completed)         | 1-Sep-25                             | 28-Nov-25    |
| No.066_2025 | August 7th, 2025    | JaCER Website     | Person affected by human rights violations            | JaCER Member Company | JaCER Member Company                                     | Japan         | Harassment                       | Within the company/group   | The claimant filed a complaint requesting appropriate action against an employee of a JaCER member company who routinely behaved in an intimidating manner and used abusive language toward internal parties.  | JaCER notified the regular member company concerned of the case details.<br>Subsequently, the claimant withdrew the claim regarding this case, and it is therefore closed.  | Closed (response completed)            | Closed (response completed)         |                                      |              |
| No.065_2025 | August 2nd, 2025    | JaCER Website     | Person affected by human rights violations(anonymity) | JaCER Member Company | Member company subsidiary/group company                  | Japan         | Other issues                     | Within the company/group   | The claimant filed a complaint seeking an apology and disciplinary action against an employee of a JaCER member company for slanderous remarks made at the domestic sales office.  | JaCER notified the regular member company concerned of the case details.  | Closed (response completed)            | Closed (response completed)         |                                      |              |
| No.064_2025 | July 31st, 2025     | JaCER Website     | Representative of the rights holders                  | JaCER Member Company | Member company's business partner (supply chain company) | Indonesia     | Indigenous/local people's rights | By financing partners      | The claimant filed a petition requesting member companies to refrain from providing loans to companies involved in coal-fired power generation, arguing that such power generation infringes on the rights of local residents (health hazards, environmental problems, impact on livelihoods, etc.).                         | JaCER notified the regular member company concerned of the case details.  | Monitoring after initial review report | Closed (response completed)         | 29-Aug-25                            |              |

| Case Number | Date received   | Reporting Channel | Claimant  | Reported Company     | Alleged Company  | Case Location | Case Category (Issues)           | Case Category (Relations)    | Outline of Case  | Progress  | Status                                 |   | Date of initial review report issued | Closing Date |
|-------------|-----------------|-------------------|---|----------------------|--|---------------|----------------------------------|------------------------------|--|---|--|---|--------------------------------------|--------------|
|             |                 |                   |   |                      |  |               |                                  |                              |  |   | JaCER                                  | Reported Company                            |                                      |              |
| No.063_2025 | July 31st, 2025 | JaCER Website     | Representative of the rights holders                  | JaCER Member Company | Member company's business partner (supply chain company) | Indonesia     | Indigenous/local people's rights | By financing partners        | The claimant filed a petition requesting member companies to refrain from providing loans to companies involved in coal-fired power generation, arguing that such power generation infringes on the rights of local residents (health hazards, environmental problems, impact on livelihoods, etc.). | JaCER notified the regular member company concerned of the case details.  | Monitoring after initial review report | Closed (response completed)                 | 29-Aug-25                            |              |
| No.062_2025 | July 31st, 2025 | JaCER Website     | Representative of the rights holders                  | JaCER Member Company | Member company's business partner (supply chain company) | Indonesia     | Indigenous/local people's rights | By financing partners        | The claimant filed a petition requesting member companies to refrain from providing loans to companies involved in coal-fired power generation, arguing that such power generation infringes on the rights of local residents (health hazards, environmental problems, impact on livelihoods, etc.). | JaCER notified the regular member company concerned of the case details.  | Monitoring after initial review report | Closed (response completed)                 | 29-Aug-25                            |              |
| No.061_2025 | July 30th, 2025 | JaCER Website     | Representative of the rights holders(anonymity)       | JaCER Member Company | Member company subsidiary/group company                  | Japan         | Harassment                       | Within the company/group     | The claimant, acting as a representative, filed a complaint requesting an investigation and corrective action on behalf of an employee working for a group company of a JaCER member company who had been harassed by other employees during a training period.                                      | The rights holder indicated that they did not wish the company to take any action, and it therefore became difficult to continue handling the individual case. Nevertheless, the company conducted a workplace environment survey, and it implemented responsive measures based on the results. | Closed (response completed)            | Closed (response completed)                 | 19-Aug-25                            |              |
| No.060_2025 | July 28th, 2025 | JaCER Website     | Other(anonymity)                                      | JaCER Member Company | Member company subsidiary/group company                  | Japan         | Harassment                       | Within the company/group     | The claimant filed a complaint requesting disciplinary action and improvement due to problems with the work attitudes of the supervisor and employee at the domestic sales office of a JaCER member company.   | JaCER notified the regular member company concerned of the case details.  | Closed (response completed)            | Closed (response completed)                 |                                      |              |
| No.059_2025 | July 27th, 2025 | JaCER Website     | Person affected by human rights violations(anonymity) | JaCER Member Company | JaCER Member Company                                     | Japan         | Indigenous/local people's rights | In advertising and marketing | The claimant filed a complaint requesting corrective action as a sponsor of an outdoor event that caused noise pollution to local residents.   | JaCER notified the regular member company concerned of the case details.  | Monitoring after initial review report | Corrective and preventive measures underway | 8-Aug-25                             |              |
| No.058_2025 | July 24th, 2025 | JaCER Website     | Person affected by human rights violations            | JaCER Member Company | JaCER Member Company                                     | Japan         | Non-compliance                   | Against other stakeholders   | The claimant filed a complaint requesting appropriate business operations in accordance with laws and regulations and the contract, because the employees of the regular member company provided explanations and responses that differed from the contract.   | JaCER notified the regular member company concerned of the case details. The company in question provided an explanation and obtained the complainant's understanding.  | Closed (response completed)            | Closed (response completed)                 | 1-Sep-25                             | 23-Jan-26    |
| No.057_2025 | July 23rd, 2025 | JaCER Website     | Representative of the rights holders(anonymity)       | JaCER Member Company | Member company subsidiary/group company                  | Thailand      | Other issues                     | Within the company/group     | The claimant filed a petition requesting the resumption of employee trips and social gatherings as a means of improving welfare benefits at a group company of a regular member company.   | JaCER notified the regular member company concerned of the case details.  | Closed (response completed)            | Closed (response completed)                 |                                      |              |
| No.056_2025 | July 22nd, 2025 | JaCER Website     | Person affected by human rights violations(anonymity) | JaCER Member Company | Member company subsidiary/group company                  | Japan         | Other issues                     | Against other stakeholders   | The claimant filed a complaint regarding a private dispute with a person who may belong to a group of companies that is a regular member company.  | JaCER notified the regular member company concerned of the case details.  | Closed (response completed)            | Closed (response completed)                 |                                      |              |
| No.055_2025 | July 20th, 2025 | JaCER Website     | Person affected by human rights violations            | JaCER Member Company | Member company subsidiary/group company                  | India         | Other issues                     | Against customers            | The claimant filed a complaint and claim for compensation regarding the products of a JaCER member company.  | JaCER notified the regular member company concerned of the case details.  | Closed (response completed)            | Closed (response completed)                 |                                      |              |
| No.054_2025 | July 19th, 2025 | JaCER Website     | Person affected by human rights violations            | JaCER Member Company | Member company subsidiary/group company                  | Singapore     | Dismissal                        | Within the company/group     | The claimant was an employee of a JaCER member company but was dismissed solely on the grounds of age and filed a claim for fair compensation.   | JaCER notified the regular member company concerned of the case details. As a result of the company's fact-finding investigation, no involvement in the human rights violations alleged by the whistleblower was found, so this case is closed.   | Closed (response completed)            | Closed (response completed)                 | 6-Aug-25                             | 23-Apr-26    |

| Case Number | Date received   | Reporting Channel | Claimant  | Reported Company     | Alleged Company  | Case Location | Case Category (Issues)         | Case Category (Relations)  | Outline of Case  | Progress   | Status                                 |                                     | Date of initial review report issued | Closing Date |
|-------------|-----------------|-------------------|---|----------------------|--|---------------|--------------------------------|----------------------------|--|--|--|-------------------------------------|--------------------------------------|--------------|
|             |                 |                   |   |                      |  |               |                                |                            |  |  | JaCER                                  | Reported Company                    |                                      |              |
| No.053_2025 | July 18th, 2025 | JaCER Website     | Representative of the rights holders(anonymity)       | JaCER Member Company | JaCER Member Company                                     | Japan         | Non-compliance                 | Against other stakeholders | The claimant filed a complaint against a subcontractor involved in content production for a JaCER member company, alleging risks such as violation of the Subcontract Act, unreasonable demands, power harassment, ethical issues, and safety concerns, and demanding improvements to the working environment. | JaCER notified the regular member company concerned of the case details.   | Monitoring after initial review report | Fact-finding investigation underway | 26-Aug-25                            |              |
| No.052_2025 | July 16th, 2025 | JaCER Website     | Person affected by human rights violations            | JaCER Member Company | Member company subsidiary/group company                  | Malaysia      | Dismissal                      | Within the company/group   | The claimant was employed by a group company of a JaCER member company but was unfairly dismissed, so he filed a claim for investigation and relief.   | JaCER notified the regular member company concerned of the case details.<br>An agreement was reached through discussions between the parties at the Department of Industrial Relations Malaysia (JPPM) , which is under the purview of the Ministry of Human Resources.  | Closed (response completed)            | Closed (response completed)         | 1-Aug-25                             | 17-Oct-25    |
| No.051_2025 | July 16th, 2025 | JaCER Website     | Person affected by human rights violations(anonymity) | JaCER Member Company | Member company subsidiary/group company                  | Singapore     | Religious considerations       | Against other stakeholders | The claimant visited a group company of a regular member company and was unable to use the prayer room, so the claimant filed a complaint requesting appropriate consideration.  | JaCER notified the regular member company concerned of the case details.<br>Following verification by the member company concerned, the facts as alleged were confirmed. Consequently, an apology was issued to the claimant. Corrective measures were implemented at the site in question to prevent recurrence, and checks were conducted to confirm no similar issues exist at other overseas sites. Furthermore, lessons regarding appropriate religious considerations were shared internally. Based on these actions, this case has been closed. | Closed (response completed)            | Closed (response completed)         | 30-Jul-25                            | 14-Nov-25    |
| No.050_2025 | July 16th, 2025 | JaCER Website     | Community representative                              | JaCER Member Company | Member company's business partner (supply chain company) | Japan         | Occupational Health and Safety | By suppliers               | The claimant filed a claim that work-related accident cases were not properly reported at business partners of a regular member company.   | We received the following report from a regular member company:<br>- As a result of our investigation, we found that appropriate measures had been taken as stipulated by the Industrial Safety and Health Act, and no facts were found that could lead to the concealment of a workplace accident.<br>- Taking this report as an opportunity, the regular member company and its entire group have taken action not only to confirm compliance with laws and regulations, but also to work together to build a safe environment at their suppliers.   | Closed (response completed)            | Closed (response completed)         | 6-Oct-25                             | 12-Dec-25    |
| No.049_2025 | July 15th, 2025 | JaCER Website     | Other   | JaCER Member Company | JaCER Member Company                                     | Japan         | Labor issues                   | Against other stakeholders | The claimant filed a complaint alleging that she/he had been restricted from taking paid leave by employees of a regular member company.   | JaCER notified the regular member company concerned of the case details. Subsequently, the claimant withdrew the claim regarding this case, and it is therefore closed.  | Closed (response completed)            | Closed (response completed)         | 1-Aug-25                             | 1-Sep-25     |
| No.048_2025 | July 14th, 2025 | JaCER Website     | Other(anonymity)                                      | JaCER Member Company | Member company subsidiary/group company                  | China         | Non-compliance                 | Within the company/group   | The claimant alleged that an employee of a group company of a regular member company had committed acts that violated compliance and were having a negative impact on the company and its business partner.  | JaCER notified the regular member company concerned of the case details. The company issued a cautionary notice to employees of its local subsidiary, informing them that even private conduct can adversely affect the company if it violates applicable laws, and reminding them of the need to act with awareness and responsibility as members of society.   | Closed (response completed)            | Closed (response completed)         | 26-Aug-25                            | 18-Nov-25    |
| No.047_2025 | July 13th, 2025 | JaCER Website     | Other(anonymity)                                      | JaCER Member Company | JaCER Member Company                                     | Japan         | Discrimination                 | Against other stakeholders | The claimant filed a complaint alleging that the content of a regular member company violated the human rights of Japanese citizens.   | JaCER notified the regular member company concerned of the case details. JaCER determined that the content did not constitute a human rights violation against Japanese citizens and closed the case.  | Closed (response completed)            | Closed (response completed)         | 29-Jul-25                            | 29-Jul-25    |

| Case Number | Date received   | Reporting Channel | Claimant  | Reported Company     | Alleged Company  | Case Location | Case Category (Issues) | Case Category (Relations)  | Outline of Case  | Progress  | Status                                 |                                     | Date of initial review report issued | Closing Date |
|-------------|-----------------|-------------------|---|----------------------|--|---------------|------------------------|----------------------------|--|---|--|-------------------------------------|--------------------------------------|--------------|
|             |                 |                   |   |                      |  |               |                        |                            |  |   | JaCER                                  | Reported Company                    |                                      |              |
| No.046_2025 | July 7th, 2025  | JaCER Website     | Person affected by human rights violations            | JaCER Member Company | Member company subsidiary/group company                  | Japan         | Disabilities           | Against other stakeholders | The claimant is a relative of an employee of a group company of a member company, but has a disability and filed a complaint alleging that he was forced to transfer by the employee.  | JaCER notified the regular member company concerned of the case details.  | Closed (response completed)            | Closed (response completed)         |                                      |              |
| No.045_2025 | July 5th, 2025  | JaCER Website     | Person affected by human rights violations(anonymity) | JaCER Member Company | Member company subsidiary/group company                  | Japan         | Other issues           | Against customers          | The claimant is a general customer who used a domestic store operated by a JaCER member company, but felt uncomfortable due to the poor attitude of the counter staff who responded to the claimant, and filed a complaint demanding an investigation and apology.   | JaCER notified the regular member company concerned of the case details.  | Closed (response completed)            | Closed (response completed)         |                                      |              |
| No.044_2025 | July 5th, 2025  | JaCER Website     | Person affected by human rights violations(anonymity) | JaCER Member Company | JaCER Member Company                                     | Japan         | Harassment             | Within the company/group   | The claimant was working at a domestic facility of a regular member company, but was continuously harassed by colleagues at work and took sick leave due to illness. Eventually, the company encouraged the claimant to resign, and the claimant resigned. The claimant filed a complaint alleging that the company's response was unfair. | JaCER notified the regular member company concerned of the case details.  | Monitoring after initial review report | Fact-finding investigation underway | 24-Jul-25                            |              |
| No.043_2025 | July 4th, 2025  | JaCER Website     | Person affected by human rights violations(anonymity) | JaCER Member Company | Member company subsidiary/group company                  | Japan         | Harassment             | Against other stakeholders | The claimant is a business operator who temporarily opened a store in the store of a regular member company, but filed a complaint requesting corrective action due to high-handed treatment by employees of the company.  | JaCER notified the regular member company concerned of the case details.  | Closed (response completed)            | Closed (response completed)         |                                      |              |
| No.042_2025 | July 3rd, 2025  | JaCER Website     | Other(anonymity)                                      | JaCER Member Company | Member company subsidiary/group company                  | Malaysia      | Harassment             | Within the company/group   | The claimant worked for a group company of a JaCER member company, but was forced to resign due to power harassment by management. The number of resignations of other employees also increased, and the complainant filed a petition for improvement.   | JaCER notified the regular member company concerned of the case details.<br><br>Following an investigation of the member company, no instances of power harassment or similar issues were confirmed. However, corrective and preventive measures have been implemented, including human rights education and the publicising of a complaints handling channel. As the claimant has not raised any objections within a specified period, this case has been deemed closed. | Closed (response completed)            | Closed (response completed)         | 24-Jul-25                            | 4-Mar-26     |
| No.041_2025 | July 1st, 2025  | JaCER Website     | Other(anonymity)                                      | JaCER Member Company | Member company subsidiary/group company                  | Japan         | Non-compliance         | Within the company/group   | The claimant filed a complaint requesting a warning and corrective action due to inappropriate behaviour by employees on the premises of a store operated by a group company of a regular member company.  | JaCER notified the regular member company concerned of the case details.  | Closed (response completed)            | Closed (response completed)         |                                      |              |
| No.040_2025 | July 1st, 2025  | JaCER Website     | Other(anonymity)                                      | JaCER Member Company | Member company's business partner (supply chain company) | Taiwan        | Other issues           | Against customers          | The claimant requested repair service for a product of a regular member company, but did not receive proper response, and filed a claim requesting improvement.  | JaCER notified the regular member company concerned of the case details.  | Closed (response completed)            | Closed (response completed)         |                                      |              |
| No.039_2025 | June 30th, 2025 | JaCER Website     | Person affected by human rights violations            | JaCER Member Company | Member company subsidiary/group company                  | Japan         | Harassment             | Within the company/group   | The claimant worked as a temporary employee at a group company of a JaCER member company, but was subjected to power harassment by the supervisor at work and, as a result, its contract was terminated without just cause. The claimant filed a claim requesting an investigation into the matter.  | JaCER notified the regular member company concerned of the case details.<br><br>An investigation by the member company revealed that an appropriate agreement had been reached between the claimant and the group company in question before the report was made, and that adequate compensation had been provided.   | Closed (response completed)            | Closed (response completed)         | 17-Jul-25                            | 5-Feb-26     |

| Case Number | Date received   | Reporting Channel | Claimant  | Reported Company     | Alleged Company  | Case Location | Case Category (Issues) | Case Category (Relations)  | Outline of Case   | Progress  | Status                                 |                                     | Date of initial review report issued | Closing Date |
|-------------|-----------------|-------------------|---|----------------------|--|---------------|------------------------|----------------------------|---|---|--|-------------------------------------|--------------------------------------|--------------|
|             |                 |                   |   |                      |  |               |                        |                            |   |   | JaCER                                  | Reported Company                    |                                      |              |
| No.038_2025 | June 26th, 2025 | JaCER Website     | Person affected by human rights violations      | JaCER Member Company | Member company's business partner (supply chain company) | Japan         | Harassment             | By suppliers               | The claimant, a foreign subcontractor worker working at a domestic facility of a regular member company of JaCER, has been subjected to harassment and other inhumane treatment by the subcontractor and the regular member company, which has harmed his mental and physical health, and he filed a claim for prompt relief. | JaCER notified the regular member company concerned of the case details.  | Monitoring after initial review report | Closed (response completed)         | 17-Jul-25                            |              |
| No.037_2025 | June 25th, 2025 | JaCER Website     | Other(anonymity)                                | JaCER Member Company | JaCER Member Company                                     | Middle East   | Conflicts              | By suppliers               | The claimant filed a complaint alleging that the regular member company in question stop importing drones from a Israeli company.   | JaCER notified the regular member company concerned of the case details.  | Closed (response completed)            | Closed (response completed)         |                                      |              |
| No.036_2025 | June 23rd, 2025 | JaCER Website     | Person affected by human rights violations      | JaCER Member Company | JaCER Member Company                                     | Japan         | Non-compliance         | Against other stakeholders | The claimant, a business manager who is an agent for a JaCER member company, filed a claim for abuse of a superior bargaining position after receiving an intimidating request from a representative of the same company that constituted harassment.   | JaCER notified the regular member company concerned of the case details.  | Monitoring after initial review report | Fact-finding investigation underway | 18-Jul-25                            |              |
| No.035_2025 | June 21st, 2025 | JaCER Website     | Person affected by human rights violations      | JaCER Member Company | Member company subsidiary/group company                  | Japan         | Labor issues           | Within the company/group   | The claimant filed a complaint alleging that a group company of a JaCER member company improperly handled the claimant's personal information, resulting in the unilateral termination of the employment contract just before the start of employment.  | JaCER notified the regular member company concerned of the case details.  | Monitoring after initial review report | Fact-finding investigation underway | 8-Jul-25                             |              |
| No.034_2025 | June 18th, 2025 | JaCER Website     | Representative of the rights holders            | JaCER Member Company | Member company subsidiary/group company                  | Thailand      | Labor issues           | Within the company/group   | The claimant is a relative of an employee who worked for a subsidiary of JaCER and died in an accident while working. The claimant filed a claim for compensation, alleging that the company had not provided adequate compensation to the bereaved family.   | JaCER notified the regular member company concerned of the case details.  | Monitoring after initial review report | Closed (response completed)         | 9-Jul-25                             |              |
| No.032_2025 | June 16th, 2025 | JaCER Website     | Other(anonymity)                                | JaCER Member Company | JaCER Member Company                                     | Japan         | Non-compliance         | Within the company/group   | The claimant alleges that executive appointments may have been improperly made at a subsidiary of a JaCER member company, and files a complaint requesting an inspection of the executive appointment process and internal dissemination of the information.  | As a result of the investigation by the member company, no reports were confirmed. However, the member company checked what efforts the subsidiary in question was making to address the organizational issues, and received a report from the subsidiary on specific efforts.  | Closed (response completed)            | Closed (response completed)         | 2-Jul-25                             | 14-Feb-26    |
| No.031_2025 | June 14th, 2025 | JaCER Website     | Representative of the rights holders(anonymity) | JaCER Member Company | Member company subsidiary/group company                  | Japan         | Other issues           | Against customers          | The claimant filed a claim that its relative had been over-solicited for a credit card issued by a subsidiary of a JaCER member company.  | JaCER notified the regular member company concerned of the case details.  | Closed (response completed)            | Closed (response completed)         |                                      | 16-Jun-25    |
| No.029_2025 | June 6th, 2025  | JaCER Website     | Other(anonymity)                                | JaCER Member Company | Member company subsidiary/group company                  | Japan         | Harassment             | Within the company/group   | The claimant, acting as a representative of an employee working for a group company of a JaCER member company, filed a complaint requesting corrective action on the grounds that the employee had been subjected to remarks that constituted harassment by his supervisor.   | JaCER and a JaCER member company attempted to verify the facts with the company concerned, but since both were unable to contact the whistleblower for a certain period, the company decided to implement and continue measures such as harassment education, raising awareness, and promoting the consultation desk as preventive measures against recurrence. JaCER confirmed the above and decided to close this case. | Closed (response completed)            | Closed (response completed)         | 16-Jun-25                            | 29-Jul-25    |

| Case Number | Date received  | Reporting Channel | Claimant  | Reported Company     | Alleged Company  | Case Location | Case Category (Issues)           | Case Category (Relations) | Outline of Case  | Progress   | Status                                 |                                     | Date of initial review report issued | Closing Date |
|-------------|----------------|-------------------|---|----------------------|--|---------------|----------------------------------|---------------------------|--|--|--|-------------------------------------|--------------------------------------|--------------|
|             |                |                   |   |                      |  |               |                                  |                           |  |  | JaCER                                  | Reported Company                    |                                      |              |
| No.027_2025 | May 23th, 2025 | JaCER Website     | Person affected by human rights violations(anonymity) | JaCER Member Company | Member company subsidiary/group company                  | Japan         | Other issues                     | Against customers         | The claimant, a user of a credit card provided by a JaCER member company, filed a complaint against the response by the card's customer center.  | JaCER notified the regular member company concerned of the case details. | Closed (response completed)            | Closed (response completed)         | -                                    | 26-May-25    |
| No.026_2025 | May 22th, 2025 | JaCER Website     | Person affected by human rights violations            | JaCER Member Company | JaCER Member Company                                     | Japan         | Labor issues                     | Within the company/group  | The claimant, an employee of a group company of a JaCER regular member company, filed a complaint alleging that he suffered a disadvantage when he accused the company's management of power harassment and was evaluated by the company as having a mental disorder and was recommended to resign.                        | JaCER notified the regular member company concerned of the case details. | Monitoring after initial review report | Fact-finding investigation underway | 6-Jun-25                             |              |
| No.025_2025 | May 18th, 2025 | JaCER Website     | Other(anonymity)                                      | JaCER Member Company | JaCER Member Company                                     | Japan         | Other issues                     | Against customers         | The claimant filed a complaint regarding the return of merchandise purchased from a JaCER member company's online store.   | JaCER notified the regular member company concerned of the case details. | Closed (response completed)            | Closed (response completed)         | -                                    | 19-May-25    |
| No.024_2025 | May 17th, 2025 | JaCER Website     | Person affected by human rights violations            | JaCER Member Company | Member company subsidiary/group company                  | Japan         | Other issues                     | Against customers         | The claimant, a customer who purchases and uses a product of a JaCER member company, alleged that the response of the sales agent and customer service center regarding the failure of the product was inadequate.   | JaCER notified the regular member company concerned of the case details. | Closed (response completed)            | Closed (response completed)         | -                                    | 23-May-25    |
| No.022_2025 | May 16th, 2025 | JaCER Website     | Person affected by human rights violations(anonymity) | JaCER Member Company | Member company subsidiary/group company                  | Japan         | Other issues                     | Against customers         | The claimant is a credit card user of a subsidiary of a JaCER member company, and claimed that the procedures were conducted based on incorrect registrant information.  | JaCER notified the regular member company concerned of the case details. | Closed (response completed)            | Closed (response completed)         | -                                    | 17-May-25    |
| No.021_2025 | May 1st, 2025  | JaCER Website     | Person affected by human rights violations            | JaCER Member Company | Member company's business partner (supply chain company) | India         | Indigenous/local people's rights | By financing partners     | The claimant filed a petition demanding that the JaCER member companies not provide loans, etc. to an Indian company because the company is unfairly persecuting community people who oppose the local business and violating the rights of local residents, until an investigation and corrective measures are completed. | JaCER notified the regular member company concerned of the case details. | Monitoring after initial review report | Closed (response completed)         | 30-May-25                            |              |
| No.020_2025 | May 1st, 2025  | JaCER Website     | Person affected by human rights violations            | JaCER Member Company | Member company's business partner (supply chain company) | India         | Indigenous/local people's rights | By financing partners     | The claimant filed a petition demanding that the JaCER member companies not provide loans, etc. to an Indian company because the company is unfairly persecuting community people who oppose the local business and violating the rights of local residents, until an investigation and corrective measures are completed. | JaCER notified the regular member company concerned of the case details. | Monitoring after initial review report | Closed (response completed)         | 30-May-25                            |              |
| No.019_2025 | May 1st, 2025  | JaCER Website     | Person affected by human rights violations            | JaCER Member Company | Member company's business partner (supply chain company) | India         | Indigenous/local people's rights | By financing partners     | The claimant filed a petition demanding that the JaCER member companies not provide loans, etc. to an Indian company because the company is unfairly persecuting community people who oppose the local business and violating the rights of local residents, until an investigation and corrective measures are completed. | JaCER notified the regular member company concerned of the case details. | Monitoring after initial review report | Closed (response completed)         | 30-May-25                            |              |

| Case Number | Date received    | Reporting Channel | Claimant  | Reported Company     | Alleged Company  | Case Location | Case Category (Issues) | Case Category (Relations)  | Outline of Case  | Progress   | Status                                 |                                     | Date of initial review report issued | Closing Date |
|-------------|------------------|-------------------|---|----------------------|--|---------------|------------------------|----------------------------|--|--|--|-------------------------------------|--------------------------------------|--------------|
|             |                  |                   |   |                      |  |               |                        |                            |  |  | JaCER                                  | Reported Company                    |                                      |              |
| No.018_2025 | May 10th, 2025   | JaCER Website     | Proxy(anonymity)                                      | JaCER Member Company | Member company subsidiary/group company                  | Japan         | Harassment             | Within the company/group   | The claimant reported a power harassment case to JaCER on behalf of an employee working for a subsidiary of a JaCER member company, but subsequently filed a complaint alleging that he had been subjected to a detrimental treatment by the company.  | JaCER notified the regular member company concerned of the case details.   | Supporting                             | Dialogue with the claimant underway | -                                    |              |
| No.017_2025 | May 9th, 2025    | JaCER Website     | Person affected by human rights violations(anonymity) | JaCER Member Company | Member company's business partner (supply chain company) | Japan         | Other issues           | By other business partners | The claimant alleged that a transport truck, believed to be hauling supplies related to an JaCER member company, drove dangerously.  | JaCER notified the regular member company concerned of the case details.   | Closed (response completed)            | Closed (response completed)         | -                                    | 9-May-25     |
| No.016_2025 | May 2nd, 2025    | JaCER Website     | Person affected by human rights violations            | JaCER Member Company | Member company subsidiary/group company                  | Japan         | Other issues           | Against customers          | The claimant, a credit card user issued by a subsidiary of a JaCER member company, filed an objection claiming that the payment was unjustified because he received a claim for payment due to unauthorized use overseas.  | JaCER notified the regular member company concerned of the case details.   | Closed (response completed)            | Closed (response completed)         | -                                    | 13-May-25    |
| No.015_2025 | May 2nd, 2025    | JaCER Website     | Person affected by human rights violations            | JaCER Member Company | JaCER Member Company                                     | Japan         | Harassment             | Within the company/group   | The claimant, an employee of a JaCER member company, has been subjected to conduct amounting to harassment, and has filed a claim against the company seeking corrective measures, including disciplinary action against the employee in question and thorough employee training.                              | The member company conducted the fact-finding investigation and, on multiple occasions, provided explanations to and engaged in dialogue with the claimant based on the findings of that investigation. Although the claimant did not accept the conclusion reached on the basis of the investigation results, the member company concluded that it had made sufficient efforts to provide explanations and engage in dialogue, and therefore closed the matter. | Closed (response completed)            | Closed (response completed)         | 22-May-25                            | 6-Mar-26     |
| No.014_2025 | April 30th, 2025 | JaCER Website     | Proxy(anonymity)                                      | JaCER Member Company | Member company subsidiary/group company                  | Japan         | Harassment             | Within the company/group   | The claimant's spouse, who works for a domestic affiliate of a JaCER member company, has been suffering from mental health problems due to power harassment by supervisors, and filed a complaint seeking to remedy the situation.   | JaCER notified the regular member company concerned of the case details. Subsequently, in accordance with the claimant's wishes, this case was closed.   | Closed (response completed)            | Closed (response completed)         | 3-Jun-25                             | 7-May-26     |
| No.013_2025 | April 28th, 2025 | JaCER Website     | Person affected by human rights violations            | JaCER Member Company | Member company subsidiary/group company                  | Japan         | Harassment             | Within the company/group   | The claimant, an employee of a group company of a JaCER member company, filed a claim for correction and relief, alleging that he was harassed because he was not given any work for a long period of time in the department to which he was transferred and his personnel evaluation was lowered as a result. | JaCER notified the regular member company concerned of the case details.   | Monitoring after initial review report | Dialogue with the claimant underway | 14-May-25                            |              |
| No.012_2025 | April 28th, 2025 | JaCER Website     | Person affected by human rights violations            | JaCER Member Company | Member company's business partner (supply chain company) | Japan         | Harassment             | By other business partners | The claimant, who worked part-time at a domestic store of a JaCER regular member company, was subjected to comments amounting to power harassment by her supervisor at work, and filed a complaint requesting that the employee in question be warned.   | JaCER notified the regular member company concerned of the case details. The company verified the facts and provided guidance to its business partner. No objections were raised by the claimant regarding the company's response. Therefore, the case is considered closed.   | Closed (response completed)            | Closed (response completed)         | 12-May-25                            | 5-Aug-25     |

| Case Number | Date received    | Reporting Channel | Claimant                                   | Reported Company       | Alleged Company                         | Case Location | Case Category (Issues) | Case Category (Relations)  | Outline of Case   | Progress   | Status                                 |                                     | Date of initial review report issued | Closing Date |
|-------------|------------------|-------------------|--|------------------------|---|---------------|------------------------|----------------------------|---|--|--|-------------------------------------|--------------------------------------|--------------|
|             |                  |                   |  |                        |   |               |                        |                            |   |  | JaCER                                  | Reported Company                    |                                      |              |
| No.011_2025 | April 26th, 2025 | JaCER Website     | Person affected by human rights violations | JaCER Member Company   | JaCER Member Company                    | Japan         | Harassment             | Within the company/group   | The claimant filed a claim that she/he was interviewed for a job at a JaCER regular member company, but was subjected to an interview conducted by the person in charge that was reminding him of a police interrogation, which caused her/him mental distress.   | JaCER notified the regular member company concerned of the case details.<br>Regarding this case, the company initially explained that it was difficult to conduct an internal investigation because the whistleblower had not consented to the "scope of information disclosure for the investigation" within the framework of the whistleblowing system. In response, JaCER argued that this response was not necessarily sufficient from the perspective of business and human rights and requested improvements.<br>Subsequently, the company attempted to contact the whistleblower but received no response. Furthermore, during regular meetings with the recruitment department, the company was reminded of the issue, and it was reconfirmed that training on human rights considerations—including the content of questions and interview techniques—is being conducted on an ongoing basis for interviewers.<br>Taking all of the above points into comprehensive consideration, it was decided to close this case. | Closed (response completed)            | Closed (response completed)         | 4-Jun-25                             | 14-Jan-26    |
| No.010_2025 | April 25th, 2025 | JaCER Website     | Proxy(anonymity)                           | JaCER Member Company   | Member company subsidiary/group company | Japan         | Labor issues           | Within the company/group   | The claimant filed a complaint seeking improvements with respect to severance recommendations and personnel evaluations made by a subsidiary of a JaCER member company to its employees.  | When the member company interviewed the person in charge at the subsidiary in question, the investigation found that the subsidiary had taken all legally required measures in its response.<br>The whistleblower has not responded to the member company's contact with her/him.  | Closed (response completed)            | Closed (response completed)         | 25-May-25                            | 26-Feb-26    |
| No.009_2025 | April 24th, 2025 | JaCER Website     | Person affected by human rights violations | Regular Member Company | Regular Member Company                  | Japan         | Other issues           | Against other stakeholders | The claimant, a sales representative for an agency that provides services of a regular member company, filed a claim for an apology and appropriate action because of the damage to his reputation and emotional distress caused by the company's failure to take appropriate action over the handling of a certain matter. | JaCER notified the regular member company concerned of the case details.   | Monitoring after initial review report | Dialogue with the claimant underway | 4-Jun-25                             |              |
| No.008_2025 | April 21st, 2025 | JaCER Website     | Person affected by human rights violations | JaCER Member Company   | JaCER Member Company                    | Japan         | Harassment             | Within the company/group   | The claimant, a dispatched worker working at a domestic factory of a JaCER member company, was subjected to power harassment by a supervisor at the workplace and was told that she/he would be fired, and filed a claim requesting that this be withdrawn.   | JaCER notified the regular member company concerned of the case details.<br>The relevant member company conducted fact-checking and interviews with related parties at the domestic factories and dispatch companies pointed out, but the content of the allegation could not be immediately confirmed. The relevant member company shared the results with the complainant, but since it was difficult to continue dialogue due to the complainant being unreachable for a certain period, this case will be closed.  | Closed (response completed)            | Closed (response completed)         | 2-May-25                             | 11-Sep-25    |
| No.007_2025 | April 20th, 2025 | JaCER Website     | Other(anonymity)                           | JaCER Member Company   | Member company subsidiary/group company | Japan         | Harassment             | Within the company/group   | The claimant filed a complaint alleging that the company should take appropriate action because an officer who was transferred from a group company of a JaCER member company to an outside organization repeatedly committed power harassment against related persons at the organization.                                 | As a result of the investigation by the company, it was not determined that the officer had engaged in any conduct that constituted power harassment under applicable laws and the guidelines provided by the Ministry of Health, Labour and Welfare. However, since some inappropriate behavior was confirmed, the company has provided the officer with guidance to encourage self-reflection and has had the officer withdraw from the outside organization.  | Closed (response completed)            | Closed (response completed)         | 12-May-25                            | 4-Feb-26     |
| No.006_2025 | April 20th, 2025 | JaCER Website     | Person affected by human rights violations | JaCER Member Company   | Member company subsidiary/group company | Japan         | Labor issues           | Within the company/group   | The claimant, an employee of a domestic store of a regular member company, filed a petition requesting improvements because of insufficient staffing in the workplace and problems with labor laws and regulations.   | JaCER notified the regular member company concerned of the case details.<br>The member company engaged in ongoing dialogue with the claimant and, in addition to arranging personnel assignments as requested by the claimant, implemented improvements to its operational structure.  | Closed (response completed)            | Closed (response completed)         | 30-Apr-25                            | 22-Dec-25    |

| Case Number | Date received    | Reporting Channel | Claimant   | Reported Company       | Alleged Company                            | Case Location | Case Category (Issue) | Case Category (Relations) | Outline of Case  | Progress   | Status                      |                             | Date of initial review report issued | Closing Date |
|-------------|------------------|-------------------|--|------------------------|--|---------------|-----------------------|---------------------------|--|--|-----------------------------|-----------------------------|--------------------------------------|--------------|
|             |                  |                   |  |                        |  |               |                       |                           |  |  | JaCER                       | Reported Company            |                                      |              |
| No.005_2025 | April 16th, 2025 | JaCER Website     | Other(anonymity)                                       | JaCER Member Company   | Member company subsidiary/group company    | Japan         | Non-compliance        | Within the company/group  | The claimant made allegations concerning internal public morals and personnel practices at a JaCER member company.   | JaCER notified the regular member company concerned of the case details.   | Closed (response completed) | Closed (response completed) | -                                    | 18-Apr-25    |
| No.003_2025 | April 10th, 2025 | JaCER website     | Person affected by human rights violations             | Regular Member Company | Business partner of regular member company | Turkey        | Non-compliance        | Against customers         | The claimant purchased a product manufactured by a member company through a distributor, but since a product different from the one he purchased was registered and he did not receive the product he requested, he filed an objection requesting appropriate action.  | JaCER notified the regular member company concerned of the case details.   | Closed (response completed) | Closed (response completed) | 1-May-25                             | 29-May-25    |
| No.001_2025 | April 1st, 2025  | JaCER website     | Person affected by human rights violations (anonymity) | Regular Member Company | Group company of JaCER regular member      | Japan         | Harassment            | Within the company/group  | The claimant, who was employed by a group company of a JaCER member company, filed a complaint alleging that she/he was wrongfully terminated from its employment and that she/he was subjected to harassment by the company's managers in order to force her/him to resign. The claimant is demanding that the said managerial employee be punished and reinstated. | JaCER notified the regular member company concerned of the case details and issued the Initial Review Report. Following an investigation conducted at the member company concerned, no evidence of the unfair termination of employment or harassment alleged in the report was found. As the situation where communication with the claimant remains impossible persists, this case is hereby closed. | Closed (response completed) | Closed (response completed) | 14-Apr-25                            | 31-Oct-25    |