

Date: 5 December 2022

Thank you for your email.

With regard to your inquiry, it is our understanding that the article of Human Rights Watch below was based on the news sources referring only to particular segments of TASHIMA Kohzo's comments, and it does not seem to accurately reflect the intention of TASHIMA nor the position of Japan Football Association (JFA).

Interviewed by the media on 21 November 2022 (Doha time), TASHIMA mentioned that both JFA and FIFA (Fédération Internationale de Football Association) are working on LGBTQ issues, and that JFA also has an intention to bring issues of discrimination and human rights towards a better direction. After making these comments, he added that *"right now is the time to focus on football"*. Furthermore, at a meeting with media before the FIFA World Cup Qatar 2022™, TASHIMA mentioned that he hopes the World Cup would be an opportunity to open new doors in resolving various issues following the remarks of his and JFA's stance on various issues in Qatar. In this sense, both JFA and TASHIMA are not turning their backs on human rights issues.

TASHIMA's comment, *"right now is the time to focus on football"*, was not in any way intended as a distraction from issues raised in Qatar. The point he wished to make was that while recognising the challenges that the host country is facing, it is important for JFA to ensure an environment for the Japan National Team to play their very best at the Competition, just before the FWC starts as a participating team. TASHIMA also commented that "it is up to the players to decide for themselves as to what actions they want to take", and JFA never intends to limit or deny anyone of his/her right to take action in any way whatsoever.

Lastly, as a member association of FIFA, JFA are operating in accordance with the Statutes, regulations and policies set by FIFA. This includes not only the game itself, but also the activities we carry out in cooperation with FIFA and its member associations in relation to the resolution of all social issues, including conflicts, natural disasters and so forth.

Football has the power to deepen mutual understanding and friendship with people around the world beyond the boundaries of nationality, race, language, religion and international affairs, and with respect to the issues being raised in Qatar, we are committed to respecting human rights and working with FIFA and the world football family to protect human rights. We believe that it is important to continue to work on these matters and that we need to work with FIFA and the world football family to further promote the protection of human rights in

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order to eradicate all human rights issues.

Based on the policy of JFA on human rights protection, let us share some undertakings of JFA in Japan, for your reference. Since 1989, long before violence, discrimination, and harassment were highlighted as major social issues, JFA has been working to promote the importance of fair play and respect among coaches, players, and others. In 1998, JFA developed the “JFA Code of Conduct in Football”. In 2009, JFA launched the “Respect Project” to raise awareness of the importance of fair play and respect. In July 2009, JFA became the 93rd company /organisation in Japan and the first sports association in the world to be registered in the United Nations Global Compact which is proposed by the United Nations. Furthermore, JFA was the first Japanese sports organisation to endorse the "Children's Rights in Sport Principles" by UNICEF (United Nations Children's Fund) and the Japan Committee for UNICEF on 20 November 2018. In May 2019, JFA announced the “JFA Declaration – Ensuring the Safety of the Football Family” which was created based on UNICEF’s principles. JFA also signed the "Women's Empowerment Principles" jointly developed by the United Nations Global Compact and UN Women and have implemented the "JFA Women's Leadership Programme" to promote the empowerment of women in sports. These are examples of how JFA is engaged in working on a wide array of social issues.

We hope that the information above will be of help to you. Thank you very much for your attention.

Japan Football Association