

NIPPON FILCON Group Policy on Human Rights

We consider this human rights policy to form a basis for the NIPPON FILCON Group's business activities. The NIPPON FILCON Group understands that the human rights of all people affected by its business activities must be respected in its efforts to become "a quality company recognized by society," and will make every effort to fulfill its responsibility to respect human rights.

1. Basic Principles and Position

Based on the International Bill of Human Rights, the “Declaration on Fundamental Principles and Rights at Work” of the International Labor Organization (ILO), the ten principles of the UN Global Compact, and the UN Guiding Principles on Business and Human Rights, we have established the NIPPON FILCON Group Human Rights Policy (hereinafter, the Policy) to promote our efforts to respect human rights. This Policy is based on our Corporate Philosophy, Code of Conduct, the NIPPON FILCON Group Compliance Regulations and Compliance Guidelines, and represents our commitment in respect of our efforts to respect human rights.

2. Scope of Application

This Policy applies to all officers and employees of the NIPPON FILCON Group. We also expect our business partners and suppliers to support and practice this Policy, and together we aim to promote respect for human rights.

3. Compliance with Applicable Laws and Regulations

The NIPPON FILCON Group will comply with the laws and regulations of each country and region in which it operates. Where there is a conflict between the laws and regulations of a country or region and international human rights principles, we will seek ways to respect international human rights principles while complying with local laws.

4. Education and Training

The NIPPON FILCON Group will provide appropriate education and training to all officers and employees of its group companies.

5. Human Rights Due Diligence

The NIPPON FILCON Group will establish and continuously implement a human rights due diligence mechanism in accordance with procedures based on the UN Guiding Principles on Business and Human Rights to prevent or mitigate negative impacts on human rights.

6. Dialogue and Consultation

In practicing this Policy, the NIPPON FILCON Group will engage in constructive dialogue and consultation with relevant stakeholders. We will also strive to understand, improve, and resolve human rights issues by utilizing internal and external expertise on human rights.

Nagura Hiroyuki

President

NIPPON FILCON CO., LTD.

Date of Establishment: August 24, 2023