

## Dialogue with External Experts

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On October 20, 2021, the Teijin Group participated in "2021 Business and Human Rights Conference" organized by the Caux Round Table (CRT Japan). Our chief social responsibility officer held a dialogue with overseas experts on the issue of human rights and the Teijin Group's initiatives, and the following feedback was received. Regarding matters pointed out, we are committed to conducting dialogues with leading global external experts and to making improvements while receiving suggestions and assessments.

The Teijin Group's CEO and Board of Directors have a clear commitment to respecting human rights and are demonstrating strong leadership to that end. In addition, I think it is wonderful that the Group is working to identify potential new issues, such as human rights issues that are linked to the impact of the COVID-19 pandemic, and is constantly adapting to change.

The Teijin Group places the focus of its human rights efforts on its workers, which is obviously the correct thing to do. However, understanding how environmental issues tie into human rights concerns is an extremely important task, and I therefore hope that the Group can identify issues from that perspective and enact appropriate response measures.

It is desirable that the Group continuously engage in dialogue with workers, who are in a vulnerable position within supply chains, and strive to solve problems in cooperation with other companies that are facing the same issues.

There are various standards concerning disclosure of information, but the fundamental standard is the UN Guiding Principles on Business and Human Rights. It is recommended that the Group make reference to the benchmarks and frameworks proposed by the World Benchmarking Alliance.

Social evaluation can be raised by enhancing disclosures regarding the involvement of the Board of Directors in human rights issues.



Dialogue on human rights held with external experts (October 20, 2021)

## Regular Dialogues with External Experts in Japan

To implement initiatives relating to respect for human rights in accordance with international trends and standards regarding business and human rights measures, we conduct regular dialogues between CRT Japan, an external expert organization with a deep understanding of the formation of domestic and overseas trends, and Chief Social Responsibility Officers. During these dialogues, the participants engage in repeated discussions concerning the direction that the Group should take in light of the real-time status of the Teijin Group's business and its impact on human rights.