

Teijin Group Slavery & Human Trafficking Statement for FY 2024

This statement is made in accordance with Section 54 of the Modern Slavery Act of 2015 and covers the steps that the Teijin Group has taken during the financial year from April 1, 2024, to March 31, 2025 (“FY2024”) to ensure that slavery and human trafficking is not taking place in our business and our supply chains.

The Teijin Group recognizes that any activity of our business or our supply chains should not prevent anyone from enjoying human rights and, moreover, should have a positive influence on respecting the dignity and rights of all human beings. We also recognize that slavery and human trafficking are current global human rights issues that need to be addressed. The Teijin Group will continue to carry out actions to ensure that slavery and human trafficking are not occurring in any part of our own business and in any of our supply chains.

1. Our business and organizational structure

The Teijin Group began with the establishment of Japan’s first rayon manufacturing facility in 1918. The Teijin Group now combines a wide range of businesses including Aramid, Carbon Fibers, Resin, Composites, Fibers & Products Converting, Pharmaceutical & Medical Equipment, Battery Materials and Environment Engineering. The Teijin Group is comprised of Teijin Limited and its 153 group companies, 48 in Japan and 105 overseas (as of March 31, 2025). There are 20,279 employees in the Teijin Group in total, including 8,535 in Japan and 11,744 overseas (as of March 31, 2025). Teijin Group’s net sales in FY2024 was 1,005.5 billions of yen, 59.3% of which were overseas net sales.

For further details on the Teijin Group and our businesses, please visit Teijin’s website at the following link:

<https://www.teijin.com/>

2. Our policies in relation to slavery and human trafficking

In the following policies, the Teijin Group states that we will prevent any slavery and human trafficking in any part of our own business and in any of our supply chains.

1) Teijin Group’s Purpose

The Teijin Group has set its Purpose of “Pioneering solutions together for a healthy planet” as its common value. Centering on that Purpose, we prioritize three values, (1) Empowering ourselves to address challenges, (2) Fostering growth through diversity and

expertise” and (3) Safeguarding our planet and all life on it, with the aim of achieving our long-term vision: “To be a Company that Supports the Society of the Future.”

2) Teijin Group Code of Conduct

The Teijin Group has established the Teijin Group Code of Conduct as the standard for actions that align with our Purpose.

The Teijin Group Code of Conduct states, “We — The Teijin Group, including its officers and employees — act according to our conscience.” and “We act with integrity in compliance with laws and regulations, and show respect for human rights and local communities in which we operate.”

In order to better understand and practice the Teijin Group Code of Conduct, we have also formulated instructions for How We Behave for each item of the Teijin Group Code of Conduct and we have been promoting these activities within our group.

For further details on the Teijin Group Code of Conduct and instructions for How We Behave, please visit the Teijin’s website at the following link:

https://www.teijin.com/about/conduct_code/

3) Teijin Group Human Rights Policy

The Teijin Group has established the Teijin Group Human Rights Policy as our basic stance to respect every human’s dignity and rights.

The Teijin Group Human Rights Policy states, “We recognize that respecting human rights is an important social responsibility that a company must fulfill. We will take action to ensure that we are not directly involved in any abuse of human rights, nor indirectly complicit through our relevant external parties.” It also states, “we expect our relevant external parties to understand and respect human rights in line with this Policy and collaboratively promote respect for human rights.” In addition, we clearly state in our Human Rights Policy, “our relevant external parties” are all external organizations and people, including suppliers and partners, with whom we do our business”.

We also express in our Human Rights Policy that we follow the fundamental principles described in the United Nation (UN) International Bill of Human Rights (the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights, and the International Covenant on Economic, Social and Cultural Rights), and the International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work, and we respect the UN Guiding Principles on Businesses and Human Rights, the 10 Principles of the UN Global Compact and the Children’s Rights and Business Principles. Teijin Limited has been part of the UN Global Compact since March 2011.

Furthermore, the Teijin Group Human Rights Policy states, “We develop a human rights due diligence process to identify actual or potential negative impacts on human rights and seek to prevent or mitigate negative impacts.”

The Chief Executive Officer of the Teijin Group takes responsibility for implementing this Human Rights Policy.

For further details on the Teijin Group Human Rights Policy, please visit Teijin’s website at the following link:

https://www.teijin.com/csr/social/human_rights.html

4) Policies for purchasing and procurement

Teijin Group Basic Policy for Purchasing and Procurement

The Teijin Group Basic Policy for Purchasing and Procurement states, “The Teijin Group promotes purchasing and procurement from suppliers that respect human rights and do not commit human rights infringements such as unjust discrimination, slave labor, forced labor, child labor, human trafficking, etc.”

Teijin Group Basic Stance of Persons in Charge of Purchasing and Procurement

We have also determined the Teijin Group Basic Stance of Persons in Charge of Purchasing and Procurement that describes in specific terms how purchasing and procurement personnel should behave. The Teijin Group Basic Stance of Persons in Charge of Purchasing and Procurement states, “Purchasing/procurement personnel do not force inappropriate transaction terms on suppliers nor force them to accept unreasonably low prices, etc., promote purchasing and procurement from suppliers that respect human rights and do not support forced labor or long working hours.”

Teijin Group CSR Procurement Guidelines

In accordance with the Teijin Group Basic Policy for Purchasing and Procurement, we have prepared the Teijin Group CSR Procurement Guidelines, including items relating to human rights, such as forced labor, child labor and young workers, foreign workers, working hours and holidays, wages and welfare benefits, discrimination, harassment, freedom of association, consideration for local communities, contact points for consultation and internal reporting, and responsible supply chain promotion. The Teijin Group is requesting our suppliers to conduct activities in compliance with our Guidelines.

For further details on the Teijin Group Basic Policy for Purchasing and Procurement, the Teijin Group Basic Stance of Persons in Charge of Purchasing and Procurement and the Teijin Group CSR Procurement Guidelines, please visit Teijin’s website at the following link:

https://www.teijin.com/csr/social/supply_chain.html

3. Our due diligence processes in relation to slavery and human trafficking in our business and supply chains

In accordance with our Human Rights Policy, which defines human rights due diligence, the Teijin Group began building a process for human rights due diligence in FY2018 to identify, prevent and mitigate adverse human rights impacts and to disclose such activities. Our current human rights due diligence process is as follows:

1) Human rights risk assessments and human rights impact assessments

The Teijin Group conducts human rights risk assessment every few years to identify and understand human rights risks and negative impacts of each of our businesses. Based on the results of this risk assessment, we conduct human rights impact assessments to analyze and evaluate identified human rights risks and negative impacts.

2) Supplier surveys

The Teijin Group implements supplier surveys every year using our CSR procurement questionnaire for surveying and rate our supplier's efforts on Corporate Social Responsibility (CSR). This survey utilizes a questionnaire to confirm whether suppliers are complying with the Teijin Group CSR Procurement Guidelines, and the results are used to determine their place in a 5-level ranking system. Through this survey, we identify the risks of each of our suppliers. Moreover, we conduct detailed interviews, etc., with the suppliers that could be at risk based on their responses. If we confirm that there is a risk, we request those suppliers to create an improvement plan and we check their implementation status and provide support as necessary.

Additionally, we conduct a database-based compliance survey of suppliers when selecting new suppliers.

3) Dialogues

We hold dialogues with international NGOs, leading experts who are active in the field of "Business and Human Rights" and stakeholders that could be or are affected by operations of our business and our supply chains.

4) Whistle-blowing

We will establish a counseling and reporting hotline, which will help to identify human rights issues that were not captured in the above mentioned process.

5) Activities to prevent and mitigate negative human rights impacts

Based on the findings from the above mentioned assessment activities, the Teijin Group will work with its business partners and other relevant parties to implement activities to prevent and mitigate adverse impacts on human rights.

6) Communication

The Teijin Group will regularly disclose information about how we address negative impacts and risks to human rights through this statement, our integrated report, and Teijin's website.

4. Our steps to ensure that slavery and human trafficking are not taking place in our business and supply chains

1) Human rights risk assessments and human rights impact assessments

In FY2018, the Teijin Group conducted a human rights risk assessment with the support of an external NGO to identify the types of human rights issues that could be an issue for each of our businesses, and to identify places where such issues might become apparent. As a result of quantitative analysis of the human rights violation risk in each business from the two perspectives of “country / region” and “business contents”, and based on the characteristic of each businesses (country / region of operation and business contents etc.) and the characteristic of our suppliers of each business (place of operation, types of their products and business contents etc.), we have confirmed that human rights issues are most likely to take place in the business of Fibers & Products Converting, particularly in the countries of Myanmar, China, Vietnam and Thailand. We continuously promote improvement in Fibers & Products Converting as a high priority.

Following the first assessment in FY2018, we conducted the second assessment from March to December 2023. The assessment targeted 12 businesses: Aramid, Carbon Fibers, Resin, Composites, Fibers & Products Converting, Pharmaceutical, Home Healthcare, IT, Material new business, Healthcare new business, Engineering, and Corporate Business Incubation. As part of the assessment, we evaluated geographical risk, product risk, employment risk and industry risk based on qualitative information about each business and quantitatively analyzed the aggregate total risk of each business for its human rights violation risk. Through this assessment, we confirmed that product risk and industry risk are increasing in the Aramid business in addition to the Fibers & Products Converting business and we are taking measures accordingly for each risk.

For further details on the Teijin Group human rights risk assessments (survey), please visit Teijin's website at the following link:

https://www.teijin.com/csr/social/human_rights.html

2) Supplier surveys

We survey our suppliers using our CSR procurement questionnaire, which includes questions regarding human rights issues such as employing children under the age of 15 years and allowing young workers to engage in late-night work or overtime work. Based on the results, we give our suppliers a ranking from A to E. In FY2024, we sent our questionnaire to 1,266 suppliers and received responses from 605 companies. We confirmed the details of 89 suppliers who received low scores in the overall evaluation and the questions regarding human rights issues. We requested them to submit improvement plans.

For further details on the Teijin Group supplier surveys, please visit Teijin's website at the following link:

https://www.teijin.com/csr/social/supply_chain.html

3) Efforts in the business of Fibers and Products Converting

In the business of Fibers & Products Converting, which is identified as our business where human rights issues are most likely to take place, we are strengthening efforts related to supplier surveys.

Teijin Frontier Co., Ltd. ("Teijin Frontier"), is a Teijin Group company in the Teijin Group's business of Fibers & Products Converting with an integrated value chain from material development/procurement to product realization operating on a global scale. It has created an original Standards for Sustainable Procurement in Japanese, English and Chinese and sends it to its suppliers that conduct transactions on a continuous basis in Japan and overseas such as Myanmar, China, Vietnam, and Thailand. In FY2024, Teijin Frontier continued to send its Standards for Sustainable Procurement to new suppliers including suppliers of subsidiaries of Teijin Frontier.

In addition, based on the results of the above Teijin Group supplier surveys, Teijin Frontier requests its suppliers to cooperate in on-site-surveys. In FY2024, Teijin Frontier was able to conduct on-site surveys of 19 processing or sewing factories etc. in Japan and overseas.

4) Efforts with foreign technical intern trainees in Japan

We recognize that, in general, there are issues with foreign technical intern trainees in Japan, such as long working hours, poor work environments, and low wages and that we should address such issues.

The business of Fibers & Products Converting, which has adopted foreign technical intern trainees for years by utilizing the foreign technical intern training system, conducted its internal survey and found that foreign trainees have come to Japan by paying a large fee to the sending agency in their own country. To improve this, Teijin Frontier has launched its 'ZERO-FEE PROJECT' which eliminates the foreign trainee's fee burden by having the factory that accepts the foreign trainee pay such fees from FY2019. Subsidiaries of

Teijin Frontier that accept foreign trainees have established a Code of Conduct regarding Foreign Workers from FY2019. These subsidiaries bear the cost of these fees. To secure “ZERO-FEE”, these subsidiaries accept foreign trainees from supervising organizations that disclose information on fees. The subsidiaries also confirm directly with the foreign trainees that they have not paid these fees.

Also, we are conducting periodic survey on the treatment status of foreign technical intern trainees employed by our suppliers. We have confirmed that there were no serious violations of law such as the Japanese Labor Standards Act.

5) Whistle-blowing

Since 1999, the Teijin Group has established a counseling and reporting hotline for all Teijin Group company employees.

We also have a reporting option on Teijin’s website to receive notifications from those outside our company, such as suppliers.

For further information on the Teijin Group’s whistle-blowing procedures, please visit Teijin’s website at the following link:

<https://www.teijin.com/ir/management/governance/compliance/>

5. Training

We provide education and training that targets all officers and employees (including contract/temporary employees) as well as activities to raise awareness of human rights among our suppliers as part of our human rights due diligence.

1) Training for officers and employees

The Teijin Group has been holding Corporate Ethics Workshops every year during Cooperate Ethic Month (October), targeting all officers and employees (including contract/temporary employees) of our group. Our corporate ethics workshops include case studies and group discussions. We deepen our understanding of our policies on human rights through these workshops.

For further information on the Teijin Group Corporate Ethics Workshops, please visit Teijin’s website at the following link:

<https://www.teijin.com/ir/management/governance/compliance/>

Furthermore, we have organized e-learning programs for employees in Fibers and Products Converting. In this program, each participant takes 3 courses: beginner,

intermediate, and advanced. In FY2024, 91 employees in Japan and overseas took these courses.

2) Training for suppliers

Every year, we ask our suppliers to confirm their human rights risks and recognize the Teijin Group's policy through our CSR procurement questionnaire survey. The survey asks suppliers if they are complying with the Teijin Group CSR Procurement Guidelines. We also provide each supplier with feedback on the survey results and advise on corrective actions to promote the recognition of issues and implement concrete improvement.

Since 2014, in Fibers & Products Converting, Teijin Frontier has been holding CSR Supply Chain Seminars every year for local processing, sewing and embroidery factories, material manufacturers, etc. with the aim of enforcing legal compliance and the protection of human rights. In FY2024, Teijin Frontier held such seminars in Vietnam, Myanmar and Japan respectively. The Teijin Group believes it is important to raise awareness of CSR in procurement locally on an ongoing basis.

For further information on the Teijin Group CSR Supply Chain Seminar, please visit Teijin's website at the following link:

https://www.teijin.com/csr/social/supply_chain.html

6. Assessing the effectiveness of our efforts to ensure that slavery and human trafficking are not taking place in our business and supply chains

1) Dialogue with external experts

To step up our efforts for ensuring that human rights are respected and in line with international trends and standards related to business and human rights, we hold regular dialogue with external bodies that have expertise in this area and are well versed in trends in and outside of Japan. We use this dialogue to understand the issues impacting human rights and the business environment surrounding the Teijin Group on a real-time basis and to discuss which direction we should take.

For further information on the dialogue between the Teijin Group and external experts, please visit Teijin's website at the following link:

https://www.teijin.com/csr/social/human_rights.html

2) Ongoing monitoring

In order to assess the effectiveness of the steps we are taking to ensure that slavery and human trafficking are not taking place in our business and supply chains, the Teijin Group will continue to (i) conduct human rights risk assessments periodically, and based on the

risk assessments, conduct human rights impact assessments, (ii) review the results of our supplier surveys and (iii) monitor the number and contents of reports made through our whistle-blowing system from employees, suppliers or others who convey concerns about slavery and human trafficking within our organization and supply chain.

This statement was made by Teijin Limited on behalf of itself and the Teijin Group companies and has been approved by the board of directors of Teijin Limited on July 29, 2025.

July 29, 2025

A handwritten signature in black ink, appearing to read 'A. Uchikawa', with a stylized, cursive script.

Akimoto Uchikawa
President and CEO, Teijin Limited