

Teijin Group Slavery & Human Trafficking Statement for FY 2025

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, 2025, to March 31, 2026 ("FY2025") 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 businesses 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 businesses and in any of our supply chains.

1. Our organizational structure, business and supply chains

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 Fibers & Products, Healthcare, Resin, Battery & Semiconductor Solutions, Aramid, Carbon Fibers (including Composites), Regenerative Medicine and Implantable Medical Devices.

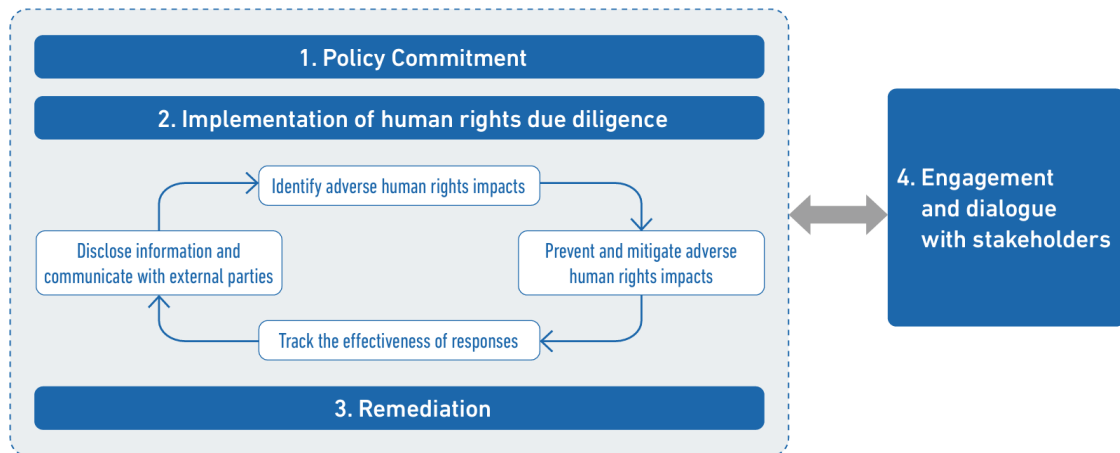
For further details on the Teijin Group and our businesses, please visit Teijin's website at the following link:

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

For further information on the supply chain structures of our major businesses, particularly their downstream supply chains, please refer to the Teijin Fact Book at the following link:

<https://www.teijin.com/ir/library/fact-book/>

The Teijin Group promotes its human rights initiatives in accordance with the United Nations Guiding Principles on Business and Human Rights ("UNGPs"). (Please see the figure on the following page.)



The table below shows how the activities described in this statement correspond to the key elements of UNGPs.

Key Elements of UNGPs	Relevant section(s) of this Statement
1. Policy Commitment	2.
2. Implementation of human rights due diligence	
(a) Identify adverse human rights impacts	3.-1)2)4), 4.
(b) Prevent and mitigate adverse human rights impacts	3.-2)3)4), 4., 5.
(c) Track the effectiveness of responses	3.-2)4), 4., 6.-2)3)
(d) Disclose information and communicate with external parties	3.-4)5)
3. Remediation	4.
4. Engagement and dialogue with stakeholders	3.-4)5), 6.-1)

2. Our policies in relation to slavery and human trafficking

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

1) Teijin Group Code of Conduct

The Teijin Group has established the Teijin Group Code of Conduct as our standard for actions.

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 Teijin’s website at the following link:

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

2) Teijin Group Human Rights Policy

Under our Purpose, "Pioneering solutions together for a healthy planet," the Teijin Group has established the Teijin Group Human Rights Policy to clarify our basic stance of respecting 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.”

We also express in our Human Rights Policy that we follow the fundamental principles described in the United Nations (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 Business 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.

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

3) 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 requests 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 human rights due diligence process is as follows, and it also encompasses due diligence related to modern slavery.

1) Human rights risk assessments

In FY2018, the Teijin Group conducted a human rights risk assessment with the support of external NGOs and other experts to identify the types of human rights issues that could arise in each of our businesses and to identify places where such issues might become apparent. In the most recent assessment, conducted in FY2023, major Group companies responsible for the Group's principal businesses were assessed. Based primarily on desktop research, the assessment evaluated geographical risk, product-specific risk, employment-related risk, and industry risk using qualitative information relating to each business, and quantitatively analyzed the overall human rights violation risk of each business based on the aggregate of these risk factors. Through this assessment, the Teijin Group confirmed human rights risks across its principal businesses. In particular, the Fibers & Products business is recognized as one of the business areas with relatively higher potential human rights risks within the Group, and priority actions are being taken based on a risk-based approach.

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

The Teijin Group evaluates its suppliers' activities relating to Corporate Social Responsibility (CSR) through questionnaires, on-site assessments and other survey activities conducted with key suppliers. These surveys assess matters relating to human rights, labor practices, occupational health and safety, ethics and other topics based on the requirements set out in the Teijin Group CSR Procurement Guidelines and internationally recognized human rights and labor standards. Based on the results of these surveys, we assess the human rights risks of our suppliers. In FY2025, we conducted CSR procurement questionnaire surveys for suppliers selected in accordance with the criteria established by each business, including key suppliers and suppliers with a certain level of transaction volume. Based on the survey results, we conducted detailed reviews of approximately 120 suppliers that were assessed as having higher risk and requested corrective actions where necessary.

In addition, in the Fibers & Products business, which is recognized as a business area where human rights issues are more likely to arise, Teijin Frontier Co., Ltd. ^(*) ("Teijin Frontier") conducted CSR procurement questionnaire surveys of suppliers in Japan and overseas. Based on the survey results and other relevant information, Teijin Frontier also carried out on-site assessments at 17 processing factories, sewing factories and similar facilities during FY2025.

^(*) Teijin Frontier Co., Ltd. and Asahi Kasei Advance Corporation will integrate on October 1, 2026, and will change their names to TA Frontier Co., Ltd.

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) Activities to prevent and mitigate adverse human rights impacts

The Teijin Group works to prevent and mitigate human rights risks and adverse impacts identified through our due diligence activities. For example, in the Fibers & Products business, Teijin Frontier has continued its ZERO-FEE PROJECT since FY2019 to address risks associated with foreign technical intern trainees in Japan. Through direct confirmation with trainees and supplier surveys, Teijin Frontier seeks to eliminate recruitment fee burdens and monitor the treatment of foreign technical intern trainees employed by suppliers.

Whistle-blowing systems and training and awareness-raising activities also contribute to preventing and mitigating adverse human rights impacts. Further details are provided in 4. Remedy Mechanisms and 5. Training below.

4) Dialogues

The Teijin Group holds dialogues with experts active in the field of Business and Human Rights as well as stakeholders who may potentially be, or actually are, affected by operations of our business and supply chains.

For further details on the Teijin Group's dialogue with stakeholders, please visit Teijin's website at the following link:

<https://www.teijin.com/csr/management/#anc-05>

5) Disclosure

The Teijin Group regularly discloses information regarding our approach to addressing human rights risks and adverse impacts through this statement, our integrated report, and our corporate website.

4. Remedy Mechanisms

1) Whistle-blowing

The Teijin Group operates hotlines through which employees, officers and business partners can report misconduct or suspected misconduct. The global reporting hotline is operated by an independent third party and is available 24 hours a day, anonymously and in multiple languages. Reported information is treated confidentially. Retaliation against whistle-blowers, disadvantageous treatment, and attempts to identify reporters are strictly prohibited. We are committed to protecting whistle-blowers and ensuring that they do not suffer any form of retaliation or disadvantage as a result of making a report. Significant cases are reported to top management, and the operation of the system is periodically reported to the Board of Directors.

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

<https://www.teijin.com/csr/governance/compliance.html>

2) Teijin Frontier Supplier Hotline

In addition to the above hotline, Teijin Frontier launched the "Teijin Frontier Supplier Hotline" in July 2025 as a grievance mechanism. Through this mechanism, employees of suppliers in Japan and overseas may seek advice or raise concerns regarding employment, working conditions, compliance and related matters. An independent third-party organization receives and handles reports appropriately, helping to maintain and improve human rights and working conditions throughout the supply chain.

For further information on the Teijin Frontier Supplier Hotline, please visit Teijin Frontier's website at the following link:

<https://www2.teijin-frontier.com/english/sustainability/procurement/>

5. Training

1) Training for employees and officers

The Teijin Group provides education and training opportunities related to business ethics and human rights for employees and officers. We conduct annual Corporate Ethics Workshops throughout the Group and regularly address topics including human rights and harassment.

In Japan, we also provide training for new employees, newly appointed managers, newly appointed directors of Group companies, and business-specific human rights e-learning programs.

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

<https://www.teijin.com/csr/governance/compliance.html>

2) Training for suppliers

The Teijin Group helps suppliers deepen their understanding of our human rights expectations and policies through supplier surveys, including CSR procurement questionnaires. Survey results are utilized for supplier risk assessments and dialogue, and corrective actions are promoted where necessary. 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.

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 businesses and supply chains

1) Dialogue with external experts

The Teijin Group engages in dialogue with external experts to improve our human rights initiatives. For example, Teijin Frontier regularly exchanges views with experts in the field of human rights and receives advice regarding its efforts to respect human rights.

2) Improvement cases identified through supplier surveys

The Teijin Group has identified human rights issues within our supply chain and confirmed actual improvements through CSR procurement questionnaires and on-site assessments. These outcomes help us confirm the effectiveness of our efforts to address human rights risks within our supply chain. For example, when it was found that a supplier was not recording the actual working hours on which wage calculations were based, corrective action was requested, resulting in a system under which each employee's daily start and finish times are recorded and retained. In another case, a supplier was requested to revise work rules that were available only in the local language, resulting in new work rules being prepared and distributed in languages understood by foreign workers.

3) 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, (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 September 30, 2026.

September 30, 2026

A handwritten signature in black ink, appearing to read "A. Uchikawa". The signature is stylized with a large, sweeping initial "A" and a cursive "Uchikawa".

Akimoto Uchikawa
President and CEO, Teijin Limited