

Respect for Human Rights Web

Mission of Creating Value

Conducting our business activities with consideration for human rights is essential to protect our employees, as well as gain the trust of our business partners, customers and local communities in our collective aim to create a better society.

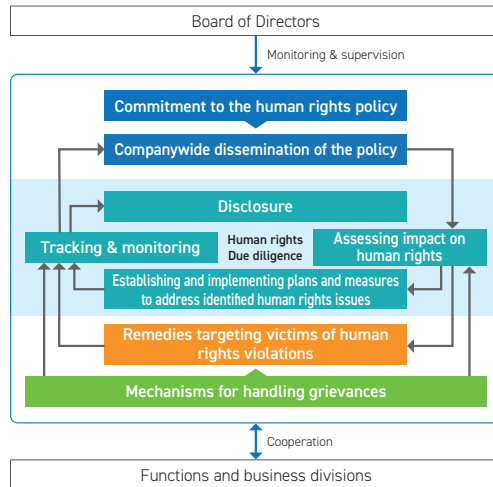
We respect human rights as the core of our business activities in all countries and regions where we operate to help bring about a society that leaves no one behind and where the dignity of all is ensured and everyone is treated equally without exception.

Policies and Management

In 2021, we published a human rights policy that places respect for human rights at the core of our business activities in all countries and regions where we operate. This policy was formulated not only for all of our employees, but also for our business partners, including our suppliers, to understand and adopt.

We are continuously deepening our human rights due diligence in line with this policy.

Our commitment to human rights is driven by a company-wide, cross-sectional human rights project team. This comprises members selected from our Strategy, Personnel, Risk Management, Occupational Safety, Procurement, and other specialized departments, as well as each Business Division that forms the core of our human rights initiatives. Alongside regular gatherings of the Sustainability Promotion Council, attended by the Group's CXOs including the CEO, matters of importance are deliberated and decided upon in management meetings and reported to the Board of Directors, thereby strengthening governance to reduce business risks.



[P55 / Promoting Sustainability](#)

Roadmap for realizing the long-term vision

Results in 2022	Plan for 2023	Vision for the future (2030)
<ul style="list-style-type: none"> Investigated human rights issues in high-risk areas and chemical companies and began to gain an understanding of the company's risk profile 	<ul style="list-style-type: none"> Conduct employee assessments, including overseas, and investigate human rights risks in the supply chain, identifying high-risk areas and considering improvement measures Implement human rights education for all Group employees through our dedicated e-learning system. 	<ul style="list-style-type: none"> To have implemented measures for prevention and mitigation against identified human rights risks, as well as established a series of processes to evaluate their effectiveness To have established a corporate culture in which all Group employees, including those overseas, respect human rights and are able to transform diversity into co-creative and competitive strengths

Targets and results of KPIs on material issues

[P58 / Material Issues and Non-financial KPIs](#)

KPIs and 2025 targets	Results in 2022
Respect for human rights: <ul style="list-style-type: none"> Established a human rights due diligence implementation framework 	<ul style="list-style-type: none"> Initiated an investigation into human rights risks, including within our supply chain Began raising awareness of Sustainability Procurement Guidelines that reflect our human rights policy

Initiatives in 2022

In 2022, in preparation for the launch of Resonac, we formulated "Our Code of Conduct" [P111](#) to reflect our human rights policy, and worked toward embedding it within the workplace. In addition, on account of the increasing geopolitical risks and new business activities following the integration, we began identifying human rights issues, including those in high-risk areas and within the supply chains of chemical companies. Along with that, we also ensured that our human rights policy was reflected in our Sustainability Procurement Guidelines [P106](#), which clearly set out matters for collaboration between Resonac and our suppliers. These guidelines were subsequently shared with our suppliers.

Plan for 2023

In 2023, we will conduct employee assessments, including those overseas, and investigate human rights risks in the supply chain, identifying high-risk areas and regions and considering improvement measures. At the same time, we will aim to further embed our human rights policy throughout the Group via training.