

Respect for Human Rights

The Nihon Parkerizing Group is aligned with international human rights principles, including the UN Universal Declaration of Human Rights. The group has also established its Human Rights Policies and Guidelines. It is advancing initiatives to build a business environment grounded in them.

Respect for human rights

We will respect the fundamental human rights of all people and support the following international principles and frameworks.

- UN International Bill of Human Rights
- UN Universal Declaration of Human Rights
- The International Labor Organization (ILO)'s Declaration on Fundamental Principles and Rights at Work
- The Organization for Economic Co-operation and Development (OECD)'s Guidelines for Multinational Enterprises on Responsible Business Conduct
- UN Guiding Principles on Business and Human Rights
- The Ten Principles of the United Nations Global Compact

Guided by the Nihon Parkerizing Group's Human Rights Policies, we will also continue our initiatives to respect human rights and strive to be an enterprise that has earned society's trust.

Human Rights Policies

1. The Nihon Parkerizing Group will comply with the laws and regulations of the countries and regions in which it operates, support and respect international norms related to human rights, and fulfill its responsibility to respect human rights.
2. The Nihon Parkerizing Group will eliminate unfair discrimination and any form of harassment in the workplace and respect labor rights.
3. The Nihon Parkerizing Group will strive to promote respect for human rights throughout its supply chain.
4. The Nihon Parkerizing Group will prevent adverse human rights impacts. It will take prompt and appropriate action when it identifies contributing or complicit violations.

The Nihon Parkerizing Group's initiatives relating to respect for human rights

The Nihon Parkerizing Group believes that respect for human rights in business activities is essential. If our business activities may have adversely affected human rights, appropriate corrective or relief measures are implemented through appropriate procedures. The Nihon Parkerizing Group is engaged in manufacturing and toll processing around the world, so we are dedicated to ensuring safety in our work environments, proper management of work hours and the prevention of forced and child labor in particular.

The Sustainability Committee leads regular identification and assessment of business risks, including human rights risks, in cooperation with other committees and related divisions. If a human rights risk has been identified, we will take a phased approach to addressing it, prioritizing actions based on the risk's impact and formulating measures to prevent it. Furthermore, the Board of Directors supervises the Sustainability Committee's activities. It provides guidance on key issues and company-wide policies for managing human rights risks.

FY2024 initiatives

In FY2024, we conducted a questionnaire of Nihon Parkerizing and group companies in Japan and overseas regarding general risks, including human rights risks. No

instances of human rights infringement or discrimination have been identified as of FY2024. From now on, we will continue to take specific measures to mitigate risks.

Human rights awareness activities

The Nihon Parkerizing Group has established the following system to create a workplace environment in which employees can feel secure when seeking advice or reporting compliance violations.

•Whistleblower hotline desk:

This hotline accepts reports of human rights violations, discrimination, compliance violations and other misconduct.

Employees can report issues and consult the desk anonymously. The desk makes every effort to maintain

the privacy of whistleblowers and others who consult it, and to ensure confidentiality. Our internal rules clearly prohibit the disadvantageous treatment of whistleblowers (such as dismissal, transfer or discrimination).

To date, no serious compliance violations, including human rights infringements and discrimination, have been identified. However, we have developed and expanded our internal reporting system across the Nihon Parkerizing Group in Japan and overseas, enabling us to promptly and effectively respond to internal reports.