

## Fuji Latex Group Human Rights Policy

### **1. Basic Principles**

Fuji Latex Co., Ltd. together with its subsidiaries and affiliates (collectively "Fuji Latex Group" or "Group") regards the respect for the dignity and human rights of all people as a fundamental value and fulfills our responsibility to respect human rights in all aspects of our business activities.

### **2. Scope of Application**

This policy applies to all officers and employees of our Group, and we also encourage our business partners and stakeholders to engage in efforts to respect human rights.

### **3. Respect for International Standards**

Our Group supports and respects international human rights standards, including the International Bill of Human Rights, the United Nations Guiding Principles on Business and Human Rights, and the ILO Core Labour Standards.

### **4. Prohibition of Discrimination and Respect for Diversity**

We prohibit discrimination based on race, gender, age, nationality, religion, disability, sexual orientation, and other factors, and strive to create a workplace environment that respects diversity.

### **5. Prevention of Harassment**

We prevent all forms of harassment in the workplace and promote the creation of a safe and comfortable working environment.

### **6. Respect for Labor Rights**

We respect fundamental labor rights, including freedom of association, the right to collective bargaining, fair working conditions, prohibition of forced and child labor, appropriate working hour management, payment of wages, and ensuring a safe and healthy workplace environment.

### **7. Human Rights Due Diligence**

Our Group endeavors to conduct appropriate human rights due diligence to prevent or mitigate any potential negative impacts on human rights arising from our business activities.

**8. Grievance Mechanism and Remedies**

We establish appropriate grievance mechanism for concerns or incidents of human rights violations and respond promptly and fairly.

**9. Education and Awareness**

We continuously provide education and training for employees to raise awareness of human rights.

**10. Disclosure and Dialogue**

This policy is published on our internal intranet and corporate website, and we place importance on dialogue with stakeholders.

**October 24, 2025**

Fuji Latex Group

Fuji Latex Co., Ltd.

President & Representative Director

Yasuhiro Kondo