

## Ultrafabrics Group Sustainability Procurement Policy

Ultrafabrics Group has adopted "Contribute to society by emphasizing on sustainability" as one of Management Philosophy for the Ultrafabrics Group. In order to realize this philosophy, we believe it is important to implement and develop sustainability initiatives throughout our supply chain.

We have established the following "Ultrafabrics Group Sustainability Procurement Policy", which we expect our suppliers to follow.

### 1. Compliance with Laws and Regulations

- (1) Comply with laws and regulations applicable to all countries and regions where we conduct business activities, as well as internal regulations and social norms.
- (2) Strictly comply with anti-bribery laws related to our business activities and maintain appropriate relationships with related parties with whom we have business contacts.
- (3) Do not enter into agreements with competitors on price, production, sales volume, etc., in order to maintain fair and free competition.
- (4) Do not take advantage of the superior position to put the business partners at a disadvantage.

### 2. Respect for Fundamental Human Rights

- (1) Respect diversity and strive to eliminate discrimination based on nationality, race, ethnicity, religion, ideology, gender, gender identity, sexual orientation, age, disability, and other factors.
- (2) Respect the culture and customs of all countries and regions in which we conduct business.
- (3) Prohibit any form of child labor and forced labor under threat or restraint.
- (4) Respect workers' rights, including proper management of working hours and appropriate wages.
- (5) Prevent various types of harassment in the workplace, and create a safe and sanitary work environment, in order to create a good working environment for all workers.
- (6) Respect workers' freedom of association and the right to collective bargaining.

### 3. Consideration for the Environment

- (1) Strive to prevent air, soil pollution and water contamination caused by business activities. Strive to properly utilize resources, properly dispose of waste, and protect and restore the natural environment.
- (2) Appropriately manage chemical substances used in the course of business, prevent pollution of the surrounding environment, and ensure the health and safety of workers and product users.
- (3) Do not use minerals that may have been obtained as a result of human rights violations, conflict, environmental destruction etc. (i.e. conflict minerals).

### 4. Information Disclosure

- (1) Promote sound and transparent business activities and actively disclose relevant information.
- (2) Disclose information that affects or may affect product quality, safety, and the surrounding environment, even if not required by law.

### 5. Information Protection and Management

- (1) Appropriate protection and management shall be implemented to prevent leakage and abuse of personal information, customer information, and other important information.
- (2) Take protective measures against external intrusion and attacks on computer networks.

#### 6. Stable supply of products

- (1) Establish a system for proper quality control of products.
- (2) Recognize that price, delivery, stable supply, and product safety are also matters of quality, and manage them in the same manner as the quality of the products themselves.
- (3) Regularly analyze risks related to business activities to detect new risks at an early stage and eliminate them.
- (4) Establish a business continuity plan (BCP) to ensure the prompt restoration and continuation of business operations in the event of a disaster, accident, or other emergency.

We ask our suppliers for their understanding and cooperation with this policy. We would also encourage our suppliers to promote sustainable procurement in their supply chains.