TEIJIN ARAMID

Code of Conduct

September 2026



Foreword from the CEO of Teijin Aramid

With pleasure, I present our Code of Conduct. It describes our values and how we work together — with each other, with our partners and with society. The Code of Conduct helps us act with integrity, treat each other with respect and take responsibility for our choices. Our values Passion, Unity, Respect and Excellence (PURE) are our compass in everything we do. These guidelines stand alongside the law, which we always follow. I encourage everyone to read the Code of Conduct and keep it close when facing a dilemma.

The choices we make define the value we create.



Taiichi Machida
CEO Teijin Aramid

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Philosophy

TEIJIN

Purpose　Values　Long term vision

Purpose

Pioneering solutions together for a healthy planet

Values

- Empowering ourselves to address challenges
- Fostering growth through diversity and expertise
- Safeguarding our planet and all life on it

Long-term vision

To be a company that supports the society of the future

The Sustainable Development Goals

The 2030 Agenda for Sustainable Development (the 2030 Agenda) was adopted by the UN Sustainable Development Summit in September 2015. It includes a set of 17 Sustainable Development Goals (SDGs, made up of 169 Targets) covering the years from 2016 to 2030, building on the success of the Millennium Development Goals (MDGs). The SDGs aim to put an end to poverty and realize a sustainable world. They are universal, applicable not only to developing countries but also to developed countries. The pledge of the SDGs is "no one will be left behind."

1 Universality:
Japan will take further steps domestically and internationally in order to fully implement the 2030 Agenda. Domestic efforts have multifaceted effects that will help achieve international goals at the same time. Likewise, international cooperation is not merely a form of assistance abroad, but also has positive impacts on Japan's domestic prosperity. We should also note the significance of linking domestic measures with international cooperation to effectively address individual priorities.

2 Inclusiveness:
The key phrase, "no one will be left behind," encapsulates the philosophy that underpins the 2030 Agenda, demanding action for all people, including children, youth, persons with disabilities, older persons, indigenous peoples, refugees, internally displaced persons, and migrants. Japan will pay due attention to the most vulnerable individuals in all of its efforts, both domestic and those implemented through international cooperation. In addition, the concept of human security will continue to be a guiding principle for Japan's development cooperation on the implementation of the SDGs.

3 Participatory approach:
In addition to ensuring that no vulnerable people will be left behind in any of the measures, the Government of Japan will foster a participatory approach in which all stakeholders play a role in our efforts to build a sustainable society.

The Sustainable Development Goals

4 Integrated approach:
As emphasized in the 2030 Agenda, the goals and targets of the SDGs are indivisible and their implementation should be carried out in an integrated manner. Accordingly, the Government of Japan will take an integrated approach to solve the issues related to the three dimensions of economy, society and the environment, while attaching importance to fostering interactions and synergies among various issues in each priority area. Measures shall be carried out in an integrated and organic manner, bearing in mind the significance of linking different priority areas.

5 Transparency and accountability:
Transparency and accountability are important in ensuring the participation of all stakeholders. The Government of Japan will therefore ensure high transparency in the implementation of its measures and will publicly disclose assessments on the progress made on a regular basis to promote accountability. A list of concrete measures will be revised and updated based on the findings of these assessments."



All SDGs



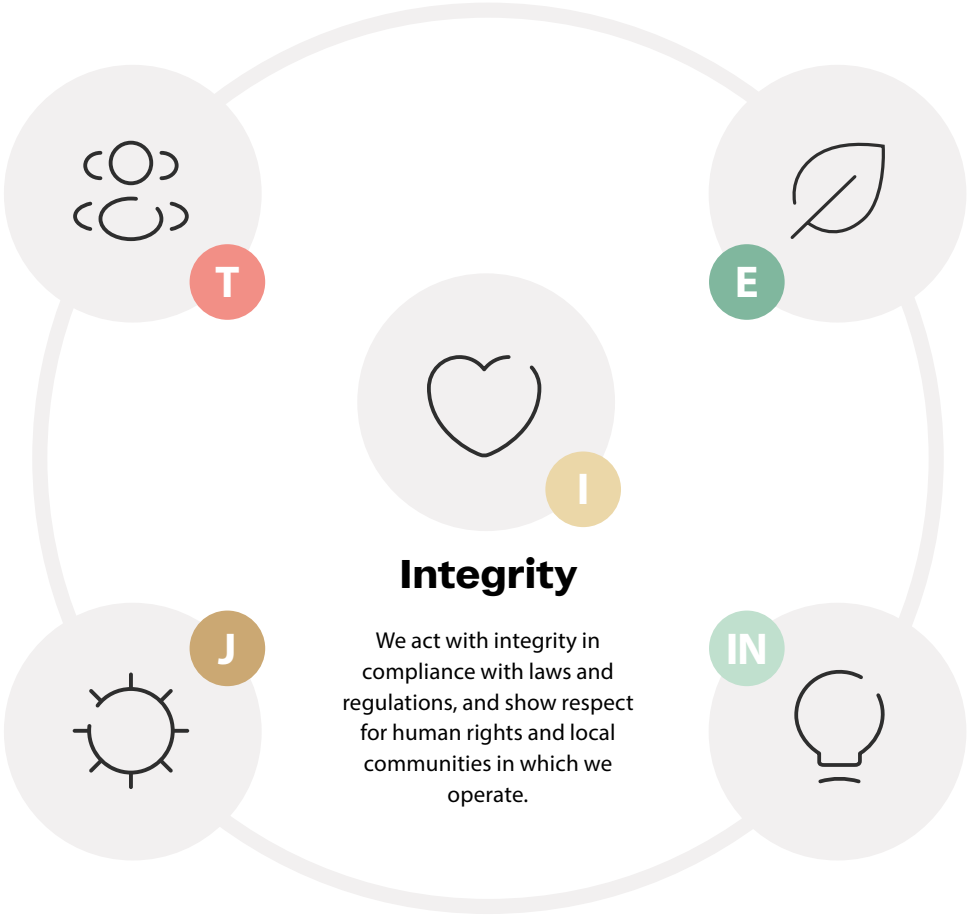
Code of Conduct

Together

We are united in building shared, sustainable value through mutual respect for our unique differences.

Environment, safety & health

We put the global environment, human safety and health as our top priorities when conducting business.



Integrity

We act with integrity in compliance with laws and regulations, and show respect for human rights and local communities in which we operate.

Joy at Work

We are committed to building a fulfilling and joyous workplace, where each of us is passionate about our work

INnovation

We challenge ourselves for transformation, and provide innovative solutions, anticipating the needs of our customers and society.


Together
TEIJIN ARAMID

01. Diversity and Inclusion

It is essential that we respect the diversity that exists in society. We can achieve this through constructive dialogue between people with different perspectives and backgrounds.

How we behave

- We accept and encourage the inclusion of diversity in race, religion, sexuality (sexual orientation, sexual identity, sexual expression, and sexual characteristics) and cultural background.
- We respect personality, individuality, and diversity. We actively promote an atmosphere that encourages our people to express themselves and show what they can do.
- We create ideas and solutions by working with different people who have different perspectives. We realize outside-the-box solutions by engaging with people from diverse cultures and backgrounds, helping us look beyond traditional approaches.

Together

We accept our diversity in terms of race, religion, sex, gender, and cultural background, and we respect each other's personality and character.

We appreciate different opinions and perspectives and engage in honest discussions for better conclusions.

Relevant SDGs







02. Partnership

Internal and external partnerships are key to better creation and problem-solving.

How we behave

- We, as individuals or groups, establish global partnerships with parties and organizations inside and outside the company.
- We create new value through partnerships with internal and external stakeholders.
- We solve major social issues and contribute to the realization of the SDGs by creating and offering products and services that contribute to the sustainable development of society.

Together

We use our internal and external partnerships to create products and services that help society's sustainable development.

Relevant SDGs







03. Social Contribution

To realize our Corporate Philosophy and support the society of the future, we need to provide products and services that offer new value and contribute to the sustainable development of our world. To do so, it is important to use some of our profits to benefit society.

How we behave

We appreciate our local communities and act as one of their members.

- We contribute to regional development by expanding employment, providing investment, and paying local taxes.
- We help society solve major social issues through our work.
- We help society directly through, for example, corporate patronage for arts and culture, donations, and volunteer activities.

Together

As good corporate citizens, we contribute to society, evolving together with our local communities.

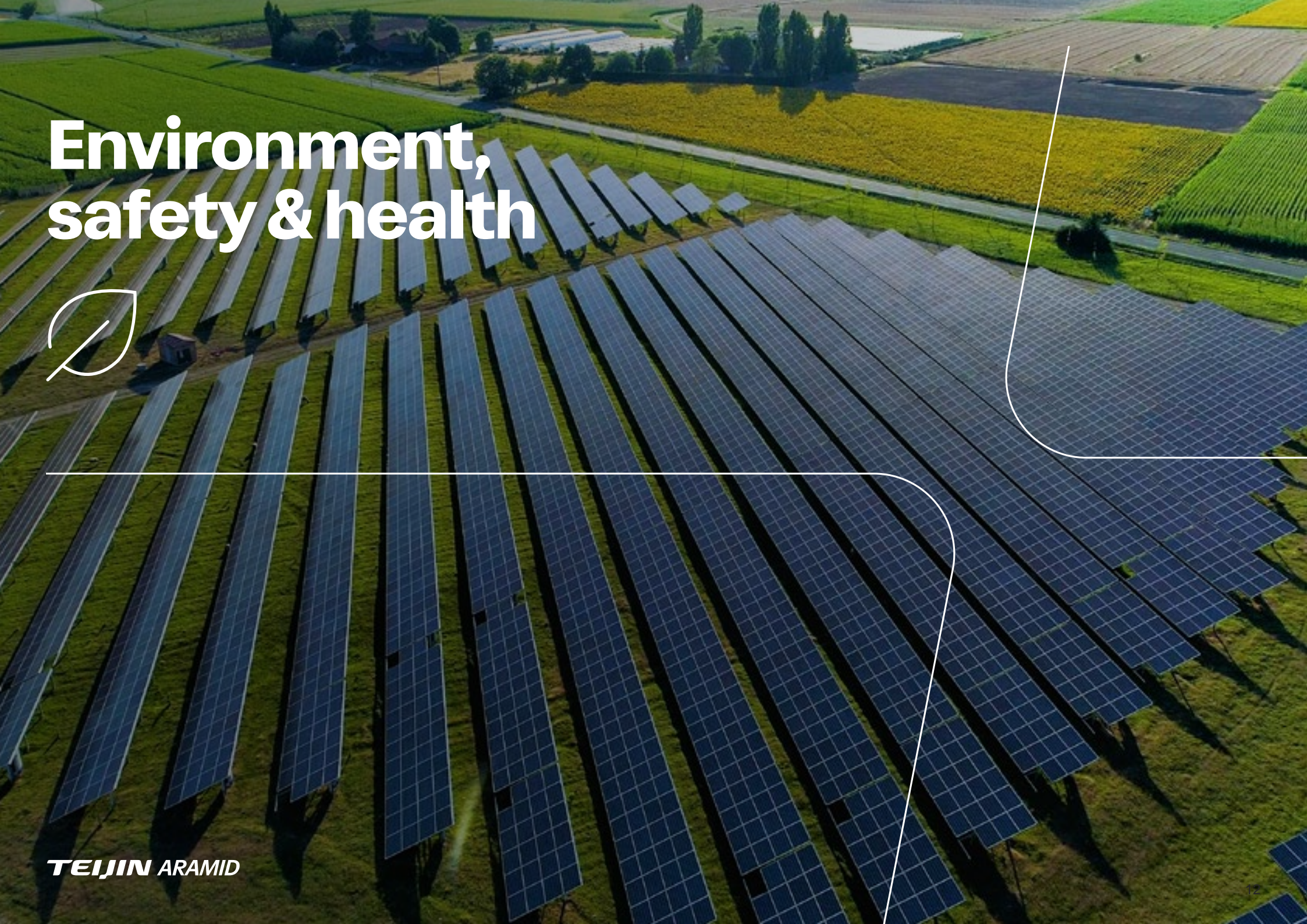
Relevant SDGs







Environment, safety & health



04. Earth Friendly

Our daily operations are planned and carried out so our impact on the planet and our environment is reduced as much as possible.

How we behave

- We carry out environmental protection and raise awareness, interacting with regional and international communities and complying with environmental laws and regulations, such as those on preventing pollution.
- We take actions to reduce the negative impact of our work on the environment (such as reducing greenhouse gas emissions), we conserve energy and resources, and we strive to reuse industrial by-products rather than letting them become waste.
- We manage biological and chemical substances appropriately and ensure we will not cause damage to the environment or to people's health by using them in our operations.
- We evaluate our products' total environmental impact, considering their entire life cycle and any negative impacts on the environment. In addition, we reduce risks to human and environmental health by assessing all dangers at the planning stage of business projects.

Environment, safety & health

We seek to protect the planet and reduce our environmental impact in every part of our business, including research and development, procurement, production, logistics, sales, recycling, and disposal.

Relevant SDGs



05. Safe and Healthy Work Environment

We have strong disaster prevention systems in place and we create a safe and healthy environment through all stages of our business activities (such as research and development, procurement, manufacturing, distribution, and sales).

How we behave

Disaster prevention

- We carry out daily disaster prevention checks and review our day-to-day operations to minimize risks to our neighbors and users of our services.

- We have rapid emergency response procedures to limit the spread of damage, for example by following the emergency response manual reporting procedures, investigating the cause, and disclosing required information as quickly as we can.

Labor safety and health

- We acknowledge that eliminating labor accidents is our responsibility to society. We aim for a safe working environment to avoid such incidents.

- We review our employees' working conditions in order to limit long hours and improve our colleagues' mental health and working environment.

Comply to Local Laws & Regulations

Teijin Aramid shall comply fully with laws, governmental regulations and instructions, has all required permits in place and maintains a healthy relationship with governmental institutions.

Notes

We value health and safety very highly. It goes without saying that our employees make up one of the most important stakeholder groups in our business. We cannot expect the company to grow if we do not provide a safe and healthy working environment. Through our disaster prevention measures, we can directly protect people's lives. To comply with laws and regulations and conduct business activities smoothly, we have established regulations, guidelines, and standards based on the Teijin Group Basic Policies on Environment, Safety and Health (ESH) and the Teijin Group Environment, Safety, and Health Rules.

Environment, safety & health

We put people first throughout our business, providing a safe work environment and protecting our physical and mental health.

Relevant SDGs



06. Resilience

Our business operations are resilient to sudden accidents or incidents such as natural disasters.

How we behave

Basis of action
We protect ourselves and our family members above all when significant incidents or natural disasters occur. When we and our families are safe, we look to protect our workplace and our society.

Emergency response plans
We create emergency response plans by predicting risks in our daily business operations (in areas such as procurement, manufacturing, logistics, and business activities) and we work out how we will keep the business going in an emergency. It is important that we have back-up options ready in advance, because it might be difficult to find alternative solutions in an emergency situation.

Emergency response training
We hold regular training so that in a real emergency we can act quickly and properly, collecting emergency-related information and activating an emergency response plan.

Notes
Creating a Business Continuity Plan (BCP) and preparing for sudden accidents and incidents will show that we take our responsibilities to our customers, business paratners, and other stakeholders seriously.

Environment, safety & health

We put people first throughout our business, providing a safe work environment and protecting our physical and mental health. We also provide our customers with safe and trustworthy products and services.

Relevant SDGs



07. Product Liability and Quality Assurance

We work hard to make sure our products and services are reliable and safe.

How we behave

- We ensure the safety and quality of our products and services throughout all of our processes (from research and development to manufacturing and processing, distribution and sales, and disposal). Most of all, we put safety first.
- We do safety and quality assessments of our products and services based on the Teijin Group Regulations for Group Product Liability and Quality Assurance. We also review the safety and quality of products and services that are already on the market, as necessary.
- We report complaints and incidents relating to our products and services to supervisors and to the Product Liability/Quality Assurance lead of each business group, in line with our reporting criteria.
- We comply with product liability laws and any other laws and regulations on products and services globally. Also, we comply with the details of contracts we sign with other stakeholders.

Notes
Our activities are based on us complying with laws and regulations, ensuring quality guarantees to our customers, and providing safe products and services. If we have problems with product quality and/or safety, we will damage both our reputation and our financial results.

Environment, safety & health

We provide our customers with safe and trustworthy products and services.

Relevant SDGs



Integrity



TEIJIN ARAMID

08. Human Rights

Human rights are an international matter and we make sure our business operations do not cause vulnerable people to suffer.

How we behave

- We comply with our Teijin Group Human Rights Policy.
- We agree with the United Nations Universal Declaration of Human Rights, the United Nations Global Compact, and international human rights standards. We respect the rights of the people who are connected with our business activities.
- We do not allow any child labor, forced labor, or employment discrimination in our business. We also ask others we work with to accept these principles and cooperate with us to uphold these rights.

Integrity

We respect human rights and do not tolerate discrimination or harassment in any part of our business or supply chain. We also maintain accountability by conducting our business in a way that wins the trust of local communities.

We comply with applicable laws and regulations in every country and region where we do business, furthermore we respect internationally accepted principles.

Relevant SDGs





09. Anti-Harassment

We do not tolerate harassment at Teijin Group and we avoid and resolve issues of discrimination.

How we behave

- We look out for cases of discrimination or harassment happening in our workplace. If we find such cases, we act quickly to protect the rights and privacy of the victim(s).
- We review our actions to make sure they do not lead to discrimination and harassment. We protect the identity of whistleblowers and do not allow any harassment against them.
- We keep control of our emotions and avoid acting impulsively.
  By staying calm, we also look into the root causes of our emotions.

Notes

Discrimination or harassment is disrespectful to a person's dignity, damages our work environment, and restricts the victim's ability to do its job well. Teijin Group does not allow any acts of discrimination or harassment. When they do occur, we resolve them promptly, protecting the rights and privacy of the victim(s). We report illegal activities or ethical violations to our superiors. We also protect whistleblowers from retaliation (such as any attempt to identify the whistleblower or any actions against them).

Integrity

We respect human rights and do not tolerate discrimination or harassment in any part of our business or supply chain. We also maintain accountability by conducting our business in a way that wins the trust of local communities.

We comply with applicable laws and regulations in every country and region where we do business, furthermore we respect internationally accepted principles.

Relevant SDGs





10. Accurate Records and Fair Disclosure

We share information appropriately and follow the right procedures when handling and storing records and data.

How we behave

- We record and report all significant and necessary information to run our businesses accurately, efficiently, and appropriately.
- We store records appropriately.
- We follow the fair disclosure principle. We disclose critical information related to management and business activities, and we do this correctly and in a timely way.
- We handle inquiries from outside parties in line with the principles below:
  - » We accept requests for interviews or inquiries unless there is any reasonable justification not to.
  - » We make announcements based on genuine facts.
  - » We respond honestly that we are not at liberty to disclose information, if this is the case.
  - » We do not, when providing information, discriminate based on who makes the request.
- We pay attention to opinions, information, and requests that come from various stakeholders (e.g. shareholders, business partners, consumers, and local residents) and we respond in good faith.
- We protect whistleblowers from internal or external retaliation, including from our employees and business partners, and we respond carefully and appropriately to stop whistleblowers being harmed.

Integrity

We comply with applicable laws and regulations in every country and region where we do business, and we respect internationally accepted principles.

We respect and/or protect

- Accurate records, reports, and documentation,
- Timely, appropriate, and fair disclosure, and
- Whistleblowing.

Relevant SDGs



11. Intellectual Property

We acknowledge the importance of intellectual property. We strive to protect our own intellectual property and make sure we do not misuse that of others.

How we behave

- We report new inventions to our superiors and promptly put in place protections for intellectual property. Teijin Group will recognize the creators of the intellectual property fairly.
- We obtain copyrights and trademarks and manage them following rules and regulations related to those rights. We also refrain from harming the intellectual property of others.
- We manage confidential information (whether it belongs to us or other parties) by following rules and regulations such as the Teijin Group Guidelines for Group Management of Trade Secrets. We set up non-disclosure agreements with other parties when we need to share confidential information. We also sign and comply with such agreements set up by other parties in order to receive onfidential information from them.
- We respect intellectual property and do not infringe on, obtain, or disclose the intellectual property of others inappropriately. If others misuse our intellectual property, we tell our superiors and consider counter-measures.
- We decide whether we should patent our technical inventions based on the best interest of our company. If we choose not to, we will consider these inventions our trade secrets, and will carefully store and manage them to prevent information from being leaked. Teijin Group will also recognize these inventors fairly.

Notes
"Intellectual property" is an intangible asset resulting from creative activities such as works of art, computer software, and semiconductor integrated circuit layouts. Intellectual property can also include knowhow, technology, sales information, trade secrets managed by a company, business names, and internet domain names. "Intellectual property rights" are the rights associated with such assets, including patents, new ideas, design rights, trademarks, and copyright.

Integrity

We comply with applicable laws and regulations in every country and region where we do business, and we respect internationally accepted principles.

We respect and/or protect

- Intellectual property.

Relevant SDGs



12. Protecting Privacy and Personal information

We respect the importance of personal information by properly managing and protecting personal information.

How we behave

Respecting the Privacy Policy
We acknowledge the basic principle of protecting personal information as outlined in the Teijin Group Privacy Policy. We also comply with other related rules and regulations to protect personal information.

Handling of personal information, including that of our customers and third parties
We collect and use the personal information of our customers, suppliers, and other partners, making sure we disclose how we will use their information. We handle all personal information with the utmost care and sensitivity, and we only use it for the purpose we originally meant it for.

Handling personal information of our employees
We collect and use the personal information of Teijin Group employees (e.g. details on salary information, employment history, healthcare history, disabilities, address, phone number), but we use this information only for employment management. We do not collect personal information that could lead to discrimination, such as information on a person's religious or political beliefs. We treat our people's personal information as confidential, and share details only when necessary for our business.

Comply to Local Laws & Regulations
Local Laws & Regulations may limit information which can be collected by the employer.

Integrity

We comply with applicable laws and regulations in every country and region where we do business, and we respect internationally accepted principles.

We respect and/or protect

- Personal data and confidential information.

Relevant SDGs





13. Information Security and Protection

We aim for full information security throughout the company, complying with rules and regulations for keeping information safe.

How we behave

Importance of corporate information
We view our company's information as an asset. We constantly check the importance of the information we deal with, and we carefully decide how to handle it.

Our employees and information security policies
We know all our people are key to high-level information security, and we understand and follow Teijin Group's information security rules and regulations. Please see the Teijin Group Information Security Handbook, a booklet summarizing our policies and rules.

Safe provision and use of information systems
We take the security of all our information systems very seriously, and know to use computers and other devices safely and to manage system access and passwords properly. We make sure information is stored appropriately depending on the level of importance. We also keep our software and systems fully up to date so they are as secure as possible.

Handling confidential information
We deal carefully with confidential information (such as sales and technical information), to stop leaks. Confidential information is kept in properly managed servers, safes, or locked cabinets with restricted access. We also avoid spreading information gathered by our business, and we do not share or post any information unnecessarily to any public media or social networks.

Integrity

We comply with applicable laws and regulations in every country and region where we do business, and we respect internationally accepted principles.

We respect and/or protect

- Personal data and confidential information.

Relevant SDGs





14. Export Control

We obey the laws and regulations for security export control so products and technology that could be used for weapons or military activities do not reach people who might use them to threaten public peace and safety.

How we behave

- We recognize that some of Teijin Group's products are subject to international export controls. We comply with the laws and regulations for domestic and international export control.
- We check whether our products and technology are subject to international export restrictions, as set out in the Security Export Control Act. We confirm our end users' status and find out what our products will be used for before we export them, and we stop transactions if there are any concerns.
- We comply with all laws and regulations on security export control when our products are military-related. We also consult with Teijin Group HQ about these cases, to protect the brand, Corporate Philosophy, and long-term vision of Teijin Group.
- We obey all export laws and regulations by carefully checking the categorization and export requirements for everything we export.
- We export our products in line with the laws and regulations of security export control.
- We keep the required business records as evidence that we comply with security export control laws and regulations.
- We prepare internal rules and policies to comply with relevant laws and regulations.

Notes

Security export control means "to control (prohibit and restrict) our export activity (exportation of product and provision of technology) in order to achieve international peace and safety by preventing the spread of mass destruction weapons in the market and the excessive distribution of weapons". Each country has its own laws and regulations on security export control based on international frameworks, and coordinates exports with other countries. Companies and employees who break these laws and regulations (whether domestic or international) face administrative penalties and criminal charges.

Integrity

We comply with applicable laws and regulations in every country and region where we do business, and we respect internationally accepted principles.

Relevant SDGs





15. Competition

We do not engage in price-fixing or business-related discussions with our competitors.

How we behave

- We avoid contacting our competitors as a basic principle. However, when there is a legitimate reason to be in contact with competitors, we record these activities and follow antitrust rules and regulations to avoid activities that could be considered price fixing (such as cartel operations).

- We do not interfere with the resale price set by, for example, distributors who buy our products.

Notes
Fair competition laws protect the interests of consumers by maintaining free competition. Such laws are in place in many countries and regions where Teijin Group operates (such as Japan, the United States of America, the European Union, and China), and violations are strictly monitored.

For example, when competitors exchange information and form price adjustments or cartels, all countries affected would punish the companies involved. Although self-disclosure (leniency) programs encourage people to report violations, fines and settlements or compensation fees are rising sharply. Furthermore, in the United States of America, individual employees can face significant criminal penalties (such as fines and imprisonment) if they violate fair competition laws. Teijin Group complies with fair competition laws in every country and region where we do business.ether domestic or international) face administrative penalties and criminal charges.

Integrity

We comply with applicable laws and regulations in every country and region where we do business, and we respect internationally accepted principles.

We do not tolerate

- Anticompetitive behaviors such as cartels.

Relevant SDGs



16. Anti-Bribery and Anti-Corruption

We do not accept or offer any excessive gifts, meals, or entertainment outside the normal course of business. We also do not allow any bribery of public servants.

How we behave

Gifts, meals, and entertainment

- We do not provide gifts, meals, or entertainment to public servants (e.g. executives and employees of governmental agencies and similar public organizations).
- We do not provide excessive gifts, meals, or entertainment to sales or supplier partners (private businesses) during business operations.
- We do not allow gift giving, meals, or entertainment within Teijin Group or between subsidiary companies without the necessary approval.

Donations

- We assess the purpose, necessity, and impact of donations to communities, industry associations, and disaster recovery support. We act in line with the rules and regulations of each group company and of Teijin Group.
- We do not allow political donations. We follow Teijin Group's responsibility and authority regulations and other related rules and regulations.

Notes

While we acknowledge that providing or receiving gifts and entertainment can be part of relationships with business partners and other parties, Teijin Group follows ethical standards and avoids excessive gestures. We do not condone any kind of bribery nor any other illegal act, whether it is directed at a public or private entity.

Guidelines

- Do not participate in any form of corruption or bribery; do not make any suggestions to this effect, do not offer any bribes or ask for them, and do not accept or pay them.
- Only give or accept gifts with the right sense of proportions and within generally acceptable limits; in practice limited to ~50 Euros.

Integrity

We comply with applicable laws and regulations in every country and region where we do business, and we respect internationally accepted principles.

We do not tolerate

Corruption such as bribery.

Relevant SDGs



17. Anti-Insider Trading

We penalize insider trading and the sharing of nonpublic important information with other parties.

How we behave

We withhold “insider information.” If we obtain any insider information regarding Teijin Group or its partners or customers, we do not share it, nor do we make stock transactions linked to the insider information. Moreover, we do not use other personal connections (family, friends, etc.) to carry out such transactions.

Notes

Insider trading is “trading of a public company’s stock or other securities based on nonpublic important information that affects the investor’s decision, by individuals who are involved with generating the information or who are in a special position where he/she can easily access this information”.

Insider trading is a criminal activity prohibited by the Financial Instruments and Exchange Act. The Teijin Group Rules of Employment penalize not only insider trading but also the sharing of insider information to a third party.

When projects are submitted to Teijin Group’s board, Group Strategy Committee, and Group Management Committee, the Corporate Strategy Office of Teijin Limited identifies applicable insider information and notifies all relevant parties on a case-by-case basis.

Integrity

We comply with applicable laws and regulations in every country and region where we do business, and we respect internationally accepted principles.

We do not tolerate

Insider trading and market manipulation.

Relevant SDGs



18. Fair and Transparent Transactions

We assess all transactions with customers and suppliers so all our business deals are fair and reasonable.

How we behave

Relationship with customers and distributors
We give accurate explanations of our products and services. When we offer rebates, commissions, discounts, or sales promotions, we make decisions following internal approval procedures.

Relationship with suppliers
We choose suppliers fairly and reasonably, following our internal purchasing standards, and we do not allow special treatment for any supplier. We judge each deal on its own terms by looking at all the conditions. We do not make arbitrary promises or obligations in our transactions, and we do not tolerate actions that could damage a transaction. We have established the Teijin Group Basic Policy for Purchasing and Procurement and ask our suppliers to follow this policy, to build CSR throughout the supply chain.

Relationship with group companies and subsidiary companies
We conduct fair deals between Teijin Group companies and our subsidiary companies in business activities such as manufacturing, sales, and research and development. These deals must be similar to external company transactions. We carry out our business under fair and reasonable conditions.

Notes
Teijin Group conducts business using fair judgment and principles, and does not give or seek unfair benefits. In our business, for products and services, we compare and evaluate transactions based on honest and legitimate negotiations and we follow correct procedures.

Integrity

We comply with applicable laws and regulations in every country and region where we do business, and we respect internationally accepted principles.

We respect and/or protect

- Fair trade.

Relevant SDGs



19. Tackling Money Laundering, Terrorism, and Antisocial Forces

We reject all involvement of crime groups, terrorists, or other antisocial forces in our business and we ensure that what we do does not fund or benefit such groups.

How we behave

- We make sure our fund transfers are transparent and we never provide funds to antisocial forces.
- We understand that cash and cryptocurrency could fund money laundering and terrorism. We are not and will never be involved in any such transactions.
- We do not allow any relationships between Teijin Group and antisocial forces or organized crime groups, and take steps to prevent these groups from being involved in our business.

Customer Screening
Before we enter a new customer in our ERP system the customer is screened. Teijin Aramid uses a secured web-based application. The application Compliance Screening is screening names and or addresses against restricted party lists, so called sanctions lists. If the customer is on that list Teijin Aramid will not accept the new customer. Besides that, we receive notifications if an existing customer is placed on santion lists.

Integrity

We comply with applicable laws and regulations in every country and region where we do business, and we respect internationally accepted principles.

We do not tolerate

- Money laundering,
- Terrorism financing,
- Dealing with antisocial forces.

Relevant SDGs



20. Conflict of Interests

We differentiate between our private and professional positions. We prioritize Teijin Group's interests when they conflict with our personal interests.

How we behave

Choosing partner companies
We do not let our personal relationships (with family or friends) influence our choice of partner companies.

Staff recruitment, allocation, and evaluation
We are professional in matters relating to staff, and we are not influenced by our personal relationships. We avoid evaluating or hiring people we know personally.

Employment at companies outside Teijin Group
We ask permission from Teijin Group before accepting a position as an executive officer for another organization while we are still employed at Teijin Group.

No misappropriation of company assets
We never misuse the company's assets.

Notes
We put Teijin Group's interests above our personal interests when there is a conflict. We avoid personal relationships (with family members or friends) with people or organizations we work with. Where we do have such a relationship, we are careful not to take advantage of it.

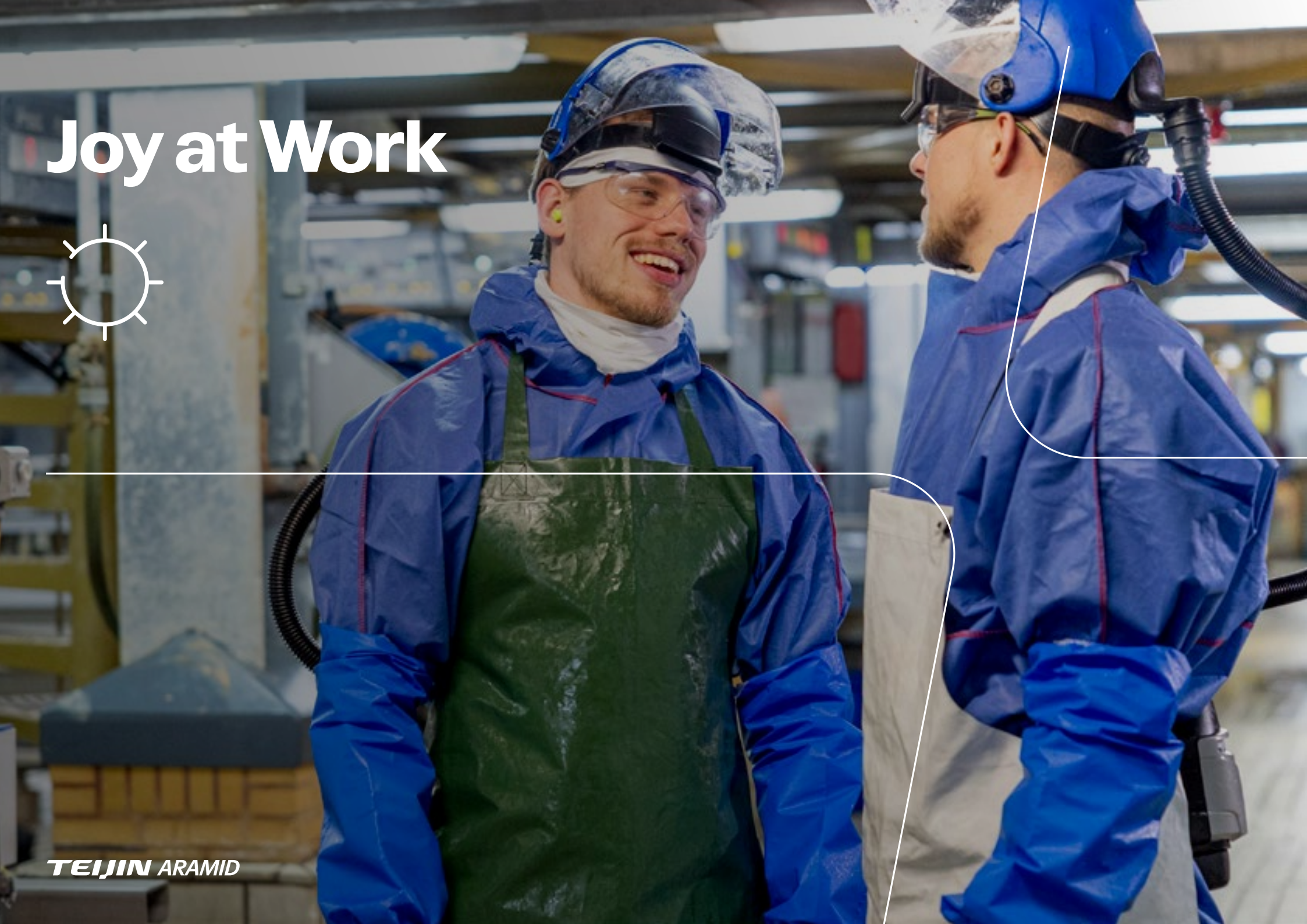
Integrity

We comply with applicable laws and regulations in every country and region where we do business, and we respect internationally accepted principles.

Relevant SDGs



Joy at Work



TEIJIN ARAMID

21. Respect

We create a workplace where all our people feel safe and supported.

How we behave

Respect
We respect everyone's individuality. We think about what is important to others as well as to ourselves.

Trust
We build trust through kind, polite, fair, and respectful communication.

Applause
We acknowledge everybody's good work by applauding when appropriate. We share our goals and the joy of accomplishments with our colleagues, and we make sure no one is left out.

Speak up
We speak up when we have something to say that will help create a pleasant and rewarding workplace, where every employee is inspired and supported.

Joy at Work

We accept each other's roles and contributions. We also trust and help each other to create a work environment where everyone can feel safe and inspired.

Relevant SDGs





22. Empower (Ignite)

We are all self-motivated and we work together to bring out the best in each other.

How we behave

Self-leadership
We all take clear responsibility for our own work. We realize our personal goals and dreams as well as helping our colleagues.

Self-improvement
We believe that keeping things as they are is not good enough. We need to come up with new ideas and creations to make progress, as a team and as individuals. We keep learning throughout our lives, and we aim high.

Co-creation
We support our colleagues' growth as well as our own. We empower our team by respecting everyone's diversity, and we help each other fulfill our potential.

Outcome
We understand that our services and products will have an impact on society ("outcome") and we use this knowledge in our daily work, individually and as a group ("output").

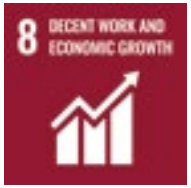
Joy at Work

We pursue new possibilities for our teams and actively support the growth of our colleagues.

We contribute to society by sharing the benefits, goals, and purposes of our work.

Relevant SDGs





INnovation



TEIJIN ARAMID

23. Bold and Farsighted

We put our "THINK HUMAN" philosophy at the heart of our business for the next 100 years. We welcome change and we do not hesitate to challenge conventional thoughts or practices when necessary.

How we behave

Culture of imagination
We are imaginative and creative so we can identify what our society and customers need, before they know they need it.

Anticipate the needs of our future society
We predict changes and problems by picturing ourselves looking back from the future, and we think about how to handle new challenges and opportunities. We imagine how the world will be for future generations, and we plan for sustainable growth.

Continuous challenge
We work to change the world rather than waiting for it to change.

Long-term vision
We carry out our business while keeping in mind the long-term vision of Teijin Group ("a company that supports the society of the future"). We solve different problems in society by identifying key issues and using Teijin Group's strengths.

INnovation

We observe changes in our world and anticipate the needs of the society of the future. As bold innovators, we create revolutionary products and services.

Relevant SDGs







24. Open Innovation

We actively collect information and skills from internal and external sources to add to our knowledge.

How we behave

Variety of innovation
We transform new ideas into solid business opportunities to be used throughout society. We create new products and services (product innovation) by finding new ways and methods to produce them (process innovation).

Open innovation
We encourage open innovation for business creation. We build broad networks, including external parties, to allow joint development and knowledge sharing instead of doing everything internally.

Collaboration among the divisions and departments
We share human resources and knowledge among our divisions and departments to help create new value. Working with other specialists in other teams can generate fresh ideas.

INnovation

We produce better ideas, technologies, and processes by listening to people's diverse opinions and perspectives. We transform ourselves by thinking outside the box.

Relevant SDGs





QHSE policy

TEIJIN ARAMID

TEIJIN ARAMID

QHSE Policy

We make safety our highest priority

Every line manager owns QHSE for their team

QHSE is part of every stage of our work



Safety is top priority. Our Life Saving Rules prevail, always.

Golden rules:

- Stop working when it is unsafe.
- Report unsafe situations and help to resolve them.

Quality

- Deliver products and services that meet specifications
- Follow our internal standards and processes

Health & Safety

- Provide a safe, healthy workplace for employees, contractors and visitors
- Prevent work-related injuries and unsafe conditions using a risk-based approach
- Identify hazards, assess risks, and turn them into effective controls

Environment

- Protect the environment and prevent pollution
- Use energy, materials and natural resources responsibly
- Reduce waste, emissions, and environmental impact at every opportunity



Safety is not optional. It is a shared responsibility that protects all of us

– Taiichi Machida, CEO

T. Machida

Traffic light model



TEIJIN ARAMID

Traffic light model

Day to day, you may face situations that the Code of Conduct does not answer. When this happens, use your common sense and act in the spirit of the Code of Conduct, keep the interests of the company in mind, and use the traffic light model for guidance.

The goal is to be compliant. Compliance means acting fairly and properly when you do business and when you deal with other people. Keep an open mind, do what you have agreed on, and do it without cutting corners. When we follow these principles, we show we are a trustworthy company with high standards and values.

The traffic light model is a practical tool to help you make the right choice when you are not sure what to do. It's a guidance for putting the questions on the table when you have doubts about whether something is or is not allowed. The question you can ask yourself: 'Can I explain my decision to my partner and or my children?' Or 'If I would be invited to a talk show, will I be comfortable justifying the choice I made, or doesn't it feel quite right?' The model uses a three-color system: red, yellow, and green.

Green means 'Go' and red means 'No go'. Yellow is less clear: this is where you may face a dilemma. For these situations, follow these four steps:

1. Find out if guidelines apply locally or for the entire organization.
2. Ask your colleagues what they would do in this situation. It may be useful to compare opinions.
3. Compare the different possible options. For each one, ask yourself: 'Can I justify this decision?' and answer 'Yes' or 'No.'
4. Make an informed choice between 'Go' or 'No go' and tell your manager.



Integrity & Ethics and Speak up



TEIJIN ARAMID

Culture & Behavior – Integrity & Ethics within Teijin Aramid

Speaking up enables us to protect our people, our company values, our stakeholders and society as a whole.



Acting with integrity is a prerequisite for that. Therefore, we encourage doing business with integrity and we stimulate appropriate behavior in our contacts with colleagues and external parties. We want everyone to feel safe and at home.

This requires constant attention and efforts. The Ethics Committee is in the lead. You are invited to think along.

Please visit the SharePoint Online site on Connect: Culture & Behavior – Integrity & Ethics. Here, you will find all information on the Integrity & Ethics policy, the Code of Conduct, the various Speak Up Channels (Counselors, Complaint Committee, Ethics Committee and Speak Up System), the Traffic light model, as well as links to the PURE values, Diversity & Inclusion and the (Social) Media Guidelines.

Speak up

Speaking up enables us to protect our people, our company values, our stakeholders and society as a whole.

We understand that our employees will face questions, challenges or dilemmas during their work. Please do not hesitate to ask for help from colleagues or your manager. If they cannot help you with your question or if they are the cause of a problem, speak up.

We have installed various speak up channels that provide easy and safe ways to raise your concerns. Check the Culture & Behavior site on Connect for the Speak Up Policy with the explanation of all speak up channels (your manager, your HR Business Partner, the Counselors, the Complaint Committee, the Ethics Committee and the Speak Up Systems) and what happens after you speak up. If you want to raise an issue anonymously, you can either use the Teijin Aramid Speak Up System or the Teijin Group Integrity Hotline.

Contact details:

Teijin Aramid Speak Up System

https://teijin.speakup.report/en-GB/TeijinAramid/home

Teijin Aramid Company code: 104916

Teijin Group Integrity Hotline

https://ml.helpline.jp/teijin/index_en.html

ID: teijin | PW: QOL

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