

Group Human Rights Policy

June 2024

PILLAR Corporation

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Motto and PILLAR CORE VALUES

Motto

Quality First

Cooperation and Harmony

Steady Research

PILLAR CORE VALUES

Integrity	To maintain integrity and uphold high ethical standards in your professional conduct.
Innovation	To embrace the challenge of innovation to help create a better future society.
Progress	To pursue continuous improvement and reform to drive real evolution.
Human Resources	To use business activities to develop individuals who possess high levels of expertise, leadership, as well as social skills.
Team	To build a team where the wisdom and abilities of diverse colleagues generate synergy.

Group Human Rights Policy

Based on the philosophy that unprecedented new ideas are created through diverse values, PILLAR Corporation and its Group companies (hereinafter “PILLAR GROUP”) shall respect the diversity of its human resources and create new values for a sustainable society to help build a better future.

Accordingly, PILLAR GROUP has established PILLAR GROUP Human Rights Policy (hereinafter “this Policy”) based on PILLAR GROUP Code of Conduct in order to clarify PILLAR GROUP’s approach to human rights in conducting business in countries and regions around the world. Through all officers and employees of PILLAR GROUP (hereinafter “employees”) coming together to promote respect for human rights, PILLAR GROUP will be actively carrying out its responsibility to respect human rights for all people.

I. Approach to Human Rights

PILLAR GROUP understands that its business activities may have a direct or indirect negative impact on human rights. We shall take the utmost care to prevent any negative impacts on human rights, and shall conduct our business activities with an awareness of our responsibility as a stakeholder.

In the event that there is any suspicion that negative impacts on human rights by stakeholders are related to PILLAR GROUP's business activities, PILLAR GROUP shall urge stakeholders to familiarize themselves with this Policy, respect human rights, and refrain from violating them.

II. Persons Subject to this Policy

In accordance with this Policy, PILLAR GROUP shall conduct its business activities with due consideration for the human rights of all employees of PILLAR GROUP as well as all other stakeholders of the Company.

III. Human Rights Norms Used as Reference

PILLAR GROUP promotes respect for human rights in reference to international human rights norms such as the Universal Declaration of Human Rights, the International Bill of Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, the Guiding Principles on Business and Human Rights and others adopted by the United Nations and other organizations.

Therefore, should any conflict arise between the laws and regulations of all countries and regions in which we operate and international human rights norms, we shall respect

internationally recognized human rights norms.

IV. Prohibited Conduct Regarding Human Rights

PILLAR GROUP does not permit, for any reason whatsoever, discrimination based on gender, age, nationality, or race; harassment of any kind; physical or mental abuse; unfair labor practices, including child labor and forced labor; or restrictions on the freedom of association and the right to collective bargaining.

V. A Safe and Comfortable Work Environment

PILLAR GROUP places the highest priority on ensuring the safety and health of its employees in all processes, from business operations to the use and disposal of products, parts, and materials, and is committed to creating a workplace environment in which all employees can work with confidence. Therefore, we shall comply with all applicable laws and regulations, as well as our own standards, including internal regulations and rules.

VI. Training

PILLAR GROUP shall continually provide all employees with the necessary training to ensure compliance with this Policy as well as with international human rights norms.

VII. Human Rights Due Diligence

PILLAR GROUP shall establish and continually implement a series of mechanisms (human rights due diligence) to identify and assess risks that may have a negative impact on human rights, and to verify and improve the effectiveness of its efforts.

Should any risk of a negative impact on human rights be identified or assessed, we shall promptly implement corrective and preventive measures to address that risk.

VIII. Response to Negative Impacts on Human Rights

Should an incident occur that is expected to have a negative impact on human rights, or should we receive a suggestion from a stakeholder that a human rights violation has occurred, we shall immediately verify the facts and disclose the relevant information and corrective/preventive measures, as necessary, on our website or by other means.

IX. Dialogue with Stakeholders

PILLAR GROUP shall consult with third-party organizations specializing in human rights concerning any negative impact on human rights, as well as engage in ongoing dialogue and consultation with stakeholders.

(Supplementary Provisions)

1. The establishment, revision, and abolition of PILLAR GROUP Human Rights Policy shall be undertaken only under a resolution of the Board of Directors of PILLAR Corporation.
2. Adopted on June 22, 2023

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