

Modern Slavery Act Transparency Statement for Fiscal Year ended December 31, 2023

Pursuant to Section 54 of the United Kingdom's Modern Slavery Act 2015, Electric Glass Fiber UK, Ltd. ("EGFU") has prepared this statement with respect to measures to prevent slavery, human trafficking, and other violations of human rights in its business and supply chain.

1. Company Overview

EGFU is located in Wigan, the United Kingdom and a wholly owned subsidiary of Nippon Electric Glass Co., Ltd. ("NEG"), which has its head office in Japan.

NEG is the parent company for NEG Group and has over 20 subsidiaries in and out of Japan. NEG Group conducts its business in the production and sale of various kinds of glass products, which are used in wide range of fields such as automotive and transportation, information technology and semiconductors, medical care, displays, lighting, energy, social infrastructure and home appliances.

EGFU conducts its business in the production and sale of glass fiber products such as direct rovings for reinforced plastics.

2. Policies

Our commitment to human rights is set out in the NEG Group Code of Conduct and the NEG Group Principles of Activities, which are applicable to all directors, officers and employees of NEG Group companies including EGFU.

The NEG Group Code of Conduct has been established to indicate the basic position regarding the corporate social responsibility of NEG Group. As a part of that Code of Conduct, the policy on respect for human rights is defined as follows.

"Respect for Human Rights: NEG Group respects human rights and rejects discriminatory treatment, child labor, and forced labor."

In addition, the NEG Group Principles of Activities has been established to ensure that each person in working in NEG Group puts the NEG Group Code of Conduct into practice. This Principles of Activities define the following respect for human rights.

"Respect for human rights

- *In every aspect of our corporate activities, we respect the human rights of all human beings. We do not engage in any activity that berates the dignity of individuals or discriminates on the basis of ethnic group, belief, gender, age, social status, family origin, nationality, race, religion or disability.*
- *We do not accept or allow child labor or forced labor.”*

Every year NEG asks all directors, officers and employees of NEG Group companies including EGFU to submit a signed statement promising to comply with the NEG Group Principles of Activities. EGFU believes this will renew our recognition for the importance of compliance, including respecting human rights.

Details regarding the NEG Group Code of Conduct and the NEG Group Principles of Activities are available on the NEG’s websites at:

- NEG Group Code of Conduct (<https://www.neg.co.jp/en/company/charter/>)
- NEG Group Principles of Activities (<https://www.neg.co.jp/en/company/standard/>)

3. Supply Chain

EGFU procures raw materials and other goods and services from various suppliers all over the world.

EGFU has its own procurement policy named the “Purchasing & Supply Chain Policy”. The Policy requires EGFU’s suppliers in its supply chain to comply with the Modern Slavery Act 2015 and prohibit inhumane treatment such as child labor, forced labor and discrimination to ensure that their business activities do not cause any violation of human rights. In addition, EGFU undertakes due diligence when considering taking on new suppliers with the Questionnaire for investigating and evaluating the status of new suppliers' compliance with the Modern Slavery Act 2015.

4. Whistleblowing System

EGFU has established a whistleblowing system to prevent, detect early, and swiftly resolve any legal violations (including any violation of human rights), fraudulent activities, or forms of unethical conduct. Internal and external (law firm) reporting contacts have been established to enable people to report legal or corporate ethics violations as well as questionable acts. EGFU takes extreme care to protect the interests of whistleblowers, with the whistleblowing procedure designed to make it easy for whistleblowers to make reports without fear of retaliation.

5. Future Efforts

EGFU recognizes the importance of protecting human rights, and will continue to promote business activities considering the prevention of human rights infringements such as modern slavery and human trafficking.

This statement was approved and signed by the sole director of EGFU on 14th May 2024.

A handwritten signature in black ink, consisting of a large, stylized 'T' followed by a smaller 'B'.

Teun Bakker

Managing Director

Electric Glass Fiber UK, Ltd.