



## Human Rights Policy

With the spirit of challenge that we have embodied since our foundation, our company aims to accomplish our social mission as a company that supports people's healthy lives and happiness. To this end, we have established this Human Rights Policy (hereinafter, "this Policy") for the purpose of fulfilling our responsibility to respect the human rights of all people affected by our business activities.

### 1. Our Approach to Human Rights

Respect for human rights is fundamental to our company's business activities, and we respect all internationally recognized human rights regardless of birth, nationality, race, ethnicity, ideology, beliefs, religion, sex, gender identity, age, disability, educational background, language, economic background, or political views.

### 2. Scope of Application

Our company applies this Policy to all of our officers and employees.

We also expect all stakeholders to understand and support this Policy, and we will continuously encourage them to comply with it.

### 3. Underlying Principles

Our company respects the human rights stipulated in the internationally recognized International Bill of Human Rights and the Declaration on Fundamental Principles and Rights at Work by the International Labour Organization (ILO) and conducts its business activities accordingly.

We comply with the laws and regulations concerning our operations in all countries and regions where we operate. When there is a conflict between the laws and regulations of each country and region and international norms, we will seek ways to respect internationally recognized human rights.

### 4. Human Rights Due Diligence

Our company recognizes the importance of continuous human rights due diligence in accordance with the United Nations Guiding Principles on Business and Human Rights. If it becomes clear that our business activities negatively impact human rights, or if our involvement in negative impacts on human rights through our business relationships is identified, we will endeavor to identify these negative impacts, work to prevent and mitigate them, and verify the effectiveness of these measures.



#### 5. Education and Awareness

Our company will provide all its officers and employees with the education necessary to implement this Policy and will continue striving to familiarize relevant stakeholders with human rights issues.

#### 6. information Disclosure

Our company will endeavor to provide regular information on our efforts to respect human rights based on this Policy through our website and other means.

This Policy was formulated by the Stella Chemifa Corporation Sustainability Committee and has been approved by the Board of Directors.

Established March 27, 2024