

RRA22 : Security & Human Rights

In our factory security operations, we respect laws and human rights and prevent human rights violations such as discrimination, intimidating behavior, unnecessary physical restraint, excessive surveillance, and inappropriate handling of personal information by security personnel.

1. Scope of evaluation

Department in question: Safety & Environment Control Center

Main duties of security work: Standing guard, patrolling, answering phones, etc.

Visitors and related parties: Factory employees, customers, drivers, local residents, NGOs, environmental and human rights organizations, etc.

2. Risk assessment method

Frequency: Once a year (and when operational changes are made)

Implementation: Safety & Environment Control Center took the lead in conducting interviews with security managers and on-site personnel, reviewing and evaluating operational records such as patrols and gate entry/exit procedures, complaint handling status, and incident records.

Handling of results: Risks will be categorized by importance (high, medium, low), and action plans will be developed and managed starting with the most important themes.

3. Major human rights risks

1)Discrimination and harassment: Discriminatory treatment or inappropriate behavior towards visitors, intimidating behavior or unjustified physical action against protests and demonstrations.

2)Infringement of privacy and freedom: Excessive surveillance of local residents and external parties, and unnecessary collection and recording of personal information.

3)Excessive detention and intimidation: Unjust detention around the factory, threatening behavior, and inappropriate responses to legitimate protests and expressions of opinion.

4)Friction with the local community: Security activities negatively impacting the lives and safety of local residents.

risk	Action plan	KPI	progress
Discrimination and harassment	We have developed a set of procedures and provided training on how to treat visitors, emphasizing respect for their human rights, avoiding discriminatory treatment, refraining from condescending behavior, and providing kind and courteous service.	<ul style="list-style-type: none"> <li>• 100% training participation rate</li> <li>• Training conducted once a year</li> <li>• Number of complaints regarding security services: 0</li> </ul>	Training was conducted on August 12th and 13th, 2025, and the level of understanding of each participant was evaluated. Number of complaints regarding security response: 0 (FY2025)
Invasion of privacy and freedom	Restrictions on unnecessary monitoring of visitors and the collection and recording of personal information.	Processing according to the visitor card procedure: 100%	Zero procedural deviations (Confirmation of the monthly handover of visitor cards to the Toyo Plant in FY2025)
Excessive restraint and intimidation	Prohibition of unjust detention and threatening behavior around the factory, and clear documentation of procedures for dealing with external organizations regarding legitimate protests and expressions of opinion, as well as education on these matters.	<ul style="list-style-type: none"> <li>• 100% participation rate in training</li> <li>• Training conducted once a year</li> <li>• Number of interactions involving physical contact: 0</li> </ul>	Training was conducted on August 12th and 13th, 2025, and the level of understanding of each participant was evaluated. No incidents involving physical contact occurred (FY2025).
friction with the local community	We have established a system to receive inquiries and complaints from local residents (including those from outside the community) and to use them to make improvements.	<ul style="list-style-type: none"> <li>•Clear designation of external contact point (handled by the General Affairs Center)</li> <li>•Number of complaints regarding security services: 0</li> </ul>	Complaints regarding security services: 0 (FY2025)