

Notice of Establishment of Whistleblowing Desk (Compliance Hotline)

This notice is addressed to the employees of Furuya Metal Co., Ltd (hereinafter referred as the “Company”) and all the concerned parties having contractual relationships (contracts, services, etc.) with the Company.

Furuya Metal Co., Ltd. has established a Compliance Hotline to receive complaints, warnings, notifications, consultations and as such in the aim to of establish high ethical standards, maintain internal order and discipline, and prevent misconduct.

This hotline enables the reports and consultations to be received through a separate channel independent of the ordinary work line by the staff in charge of ethics and compliance matters. and consultations.

The Company assures that anonymity of the person making reports and consultations is strictly protected and they will not be treated unfavorably for reporting or consulting.

1. Who can make report and consultation?

- Persons working at Furuya Metal Co., Ltd. (full-time employees, part-time workers, temporary staff, etc.)
- Employees and researchers of the firms, research institutions and so on that maintain continual business relationship (business undertaking, goods supply, provisions of service such as cleaning, consulting, joint-research contract, etc.)

2. Matters subject to reporting and consultation

- Breach of laws and regulations in the business activities or serious acts that may be criticized by society.
- Sexual harassment, power harassment, etc.
- Improper use of research funds or wrongdoing in the research activities
- Any report and consultation concerning matters that disrupt social order, corporate ethics, maintenance of internal discipline, or those that will prevent occurrence of misconduct.

3. Strict observance of privacy

- The whistleblowing desk is located at the General Affairs and CSR Department. Protection of privacy and anonymity of the individual who makes report and consultation is assured.
- The person who makes report and consultation will not be treated unfavorably for reporting or consulting.

4. The method of reporting and consulting

- Reports and consultations may be accepted by either telephone, mail, or e-mail. Anonymous submission is acceptable.

[Internal contact]

"Furuya Metal Co., Ltd. Compliance Hotline"

(Telephone)

[Male staff] 070-4430-5361 [Female staff] 080-8105-6500

(Mail to) "Furuya Metal Co., Ltd. Compliance Hotline"
2-37-5 Minami-Otsuka, Toshima-ku, Tokyo 170-0005

(E mail) furuyacomp@furuyametals.co.jp

[External contact]

"Global Whistleblowing WEB"

(URL) <https://www.spn-globalrhl.com/furuya/Report/login>

How to Use

1. Access the above URL.
2. Login using the following ID/Password.

ID: kfk7826	Password: Fm_09&27
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3. Create a new account, and set your nickname, e-mail address, and password.
A confirmation e-mail will be sent to the registered e-mail address.
4. Login "My Page", using the e-mail address and password.
5. You can send a whistleblowing report form [Creation of a new whistleblowing report].
6. The content of your whistleblowing will be delivered as you input, so be careful not to input what you don't want to tell.

*Reports and consultations received will be kept under strict security and stored for 10 years.