

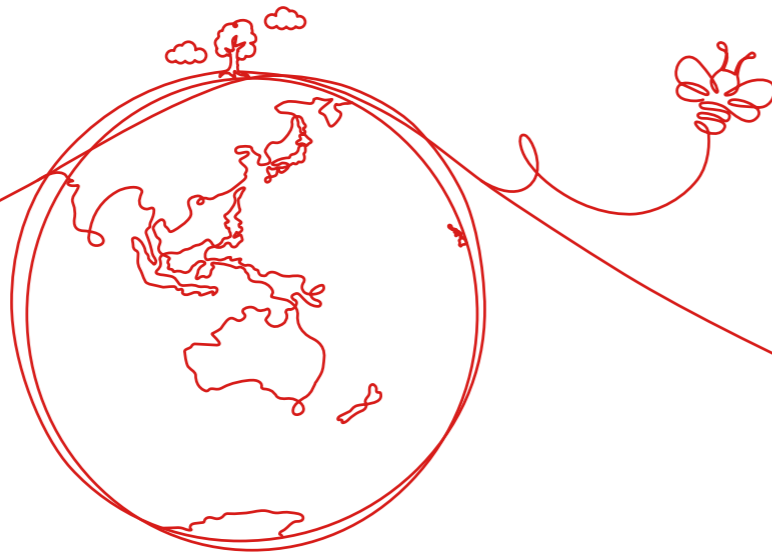
# Earth Group Corporate Philosophy

## We act to live in harmony with the Earth

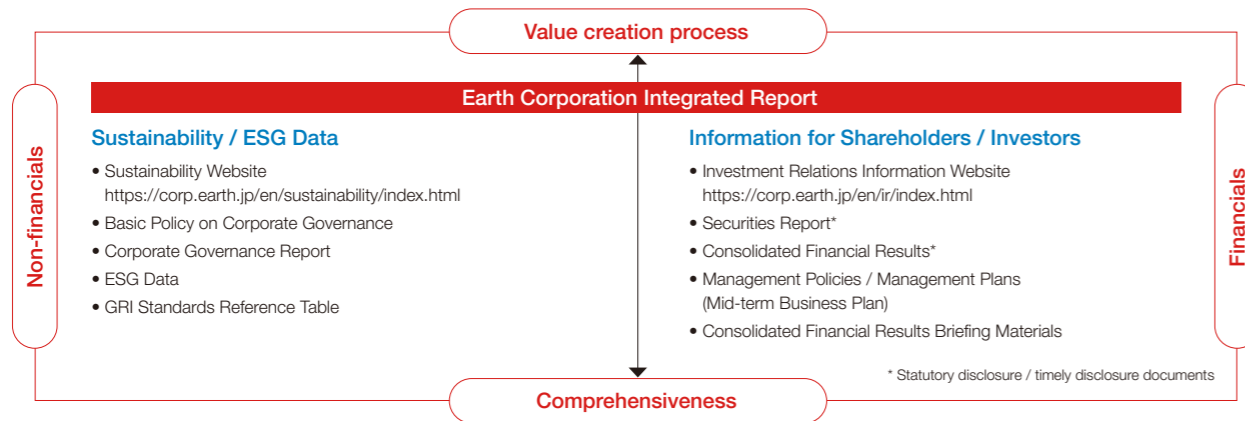
Our Company name, “Earth,” embodies our predecessors’ desire to offer useful products to people around the world.

For more than a century since the Company was founded in 1892, we have taken on the challenge of realizing healthy and comfortable lifestyles for everyone, and we have achieved steady growth along with society by continually providing high-quality products.

We will continue to be a part of the lives of people around the world, and to contribute to richer and more comfortable living.



### Information Disclosure Framework



### Period Covered

FY2023 (January 1, 2023 – December 31, 2023)  
\* Includes certain activities after the period covered.

### Organizations Covered

Earth Corporation and domestic / overseas Group companies  
\* However, certain items are reported for Earth Corporation on a non-consolidated basis.

### Regarding Forward-looking Statements

Forward-looking statements and earnings forecasts described in this report are the Company’s assumptions based on information currently available and are subject to potential risks and uncertainties. Therefore, please be aware that changes in various factors may cause actual results to differ materially from those discussed in the forward-looking statements.

\* The figures listed are rounded down to the nearest digit. As a result, totals may not equal the sum of individual figures.  
\* All product names mentioned in this report are registered trademarks of the Company or its affiliates.  
\* Comments and other information contained in this report have been properly obtained.

### Reference guidelines

- International Financial Reporting Standards (IFRS) Foundation International Integrated Reporting Framework
- Ministry of Economy, Trade and Industry, Value Co-Creation Guidance



## Table of Contents

<b>Chapter 1 Making the Earth a Home That Feels Good</b>	<b>Chapter 5 Strategies for Achieving Sustainability</b>
2 At a Glance	38 Creating Workplaces that Support Activities by Diverse Individuals
4 Earth Brand Forged with the Voices of Customers	40 Providing Products and Services that Contribute to Safe and Comfortable Living
6 A History Aligned Closely to the Earth and Humankind	42 Special Feature: Evolving Into a Total Care Company for Infectious Diseases by Promoting Business for the MA-T System®, an Innovative Oxidation Control Technology Developed in Japan
8 Stakeholder Engagement	44 Responding to Climate Change
<b>Chapter 2 Creating Comfort</b>	46 Concern for Issues Affecting the Global Environment
10 Message from the President	48 Promoting Sustainable Procurement
14 Earth Corporation’s Value Creation Process	<b>Chapter 6 Management Systems for Achieving Sustainability</b>
16 Explanation of Earth Corporation’s Value Creation Process	50 Corporate Governance
<b>Chapter 3 Sustainable Management Strategy</b>	55 Outside Director’s Message
18 Risks and Opportunities	56 Risk Management
20 Materiality	57 Compliance
22 Mid-term Business Plan	58 Executives
28 Financial Strategies	<b>Chapter 7 Data</b>
30 Financial / Non-financial Highlights	60 11-Year Summary of Major Financial and Non-financial Data
<b>Chapter 4 Business Portfolio Strategy</b>	62 Glossary / Statement of Authenticity
32 Household Products Business	63 Company Overview / Stock Information
36 General Environment and Sanitation Business	

### Editorial Policy

Earth Corporation published Integrated Report 2024 in order to provide shareholders, investors, and other stakeholders with a better understanding of the value created by the Group and its efforts to continue creating value. Integrated Report 2024 has been edited with a focus on reporting financial and non-financial information, including the value creation process, operations, Mid-term Business Plan, and materiality initiatives in an integrated manner. We hope that this report will help further deepen dialogue with our stakeholders.

### External Evaluations

#### SOMPO Sustainability Index

Earth Corporation is included in the SOMPO Sustainability Index, a proprietary index created by Sompo Asset Management Co., Ltd.



#### Toyo Keizai CSR Ranking

Earth Corporation received a AAA ranking in Workforce and HR Utilization, Environment, Governance, and Corporate Citizenship in the CSR evaluation of the “2023 CSR Company Ranking” by Toyo Keizai Inc. and received high evaluations in all of these items.



#### CDP

Earth Corporation received an A- (A minus) climate change rating in three sectors (climate change, forestry, and water security) in a survey conducted by CDP, an international non-profit organization that evaluates climate change initiatives and transparency.



#### FTSE Blossom Japan Index status

An ESG investment index is designed to measure the performance of companies that are taking excellent environmental, social and governance (ESG) actions, while incorporating companies that meet various ESG-related criteria.



#### “Health & Productivity Management Outstanding Organization 2022–White 500–

Earth Corporation was recognized for the fourth consecutive year as a “Health & Productivity Management Outstanding Organization 2022–White 500–,” jointly selected by Japan’s Ministry of Economy, Trade and Industry and the Nippon Kenko Kaigi.



#### FTSE Blossom Japan Sector Relative Index status

Earth Corporation is included in the FTSE Blossom Japan Sector Relative Index, which is used as a benchmark for passive management in ESG investment by the Government Pension Investment Fund (GPIF).

