Key Highlights of Integrated Report 2026

What you'll find in this report

1. Earth Corporation's mission to deliver safety and comfort

Since its founding, Earth Corporation has addressed social issues that arise in everyday life. This section introduces our mission and the concept of "comfort" that Earth Corporation strives to achieve.

▶ P.2 Corporate Philosophy / Action Guidelines
▶ P.11 Message from the President
▶ P.15 Materiality

2. Value creation and business strategy

This section illustrates how Earth Corporation creates value through integrated initiatives from research and development to product delivery, and how our business strategy is linked to our value creation process.

▶ P.5 Earth Corporation's Value Creation
▶ P.22 Chapter 3 How Future Growth Will Be Realized

3. Strategies for sustainable growth and current progress

This section outlines the challenges we face in achieving sustainable growth, the initiatives we are pursuing to address them, and the progress of our medium-term business plan.

▶ P.16 Medium-Term Business Plan

4. Financial strategies and capital policy supporting growth

This section explains the balance of investment, earnings, and shareholder returns that supports our growth strategy, and how value creation driven by non-financial value is translated into our financial strategy.

▶ P.19 Financial Strategies

5. Creating financial value through environmental and social initiatives

This section explains how environmental and social considerations are integrated into management and the pathway through which they contribute to financial value creation and sustainable growth.

▶ P.19 Financial Strategies
▶ P.41 Chapter 4 Protecting "Comfort"

6. Effective governance supporting sustainable growth

This section explains how Earth Corporation's corporate governance functions in practice and highlights specific initiatives to strengthen its effectiveness.

▶ P.58 Corporate Governance

Earth Corporation's stakeholders

▶ P.65 Stakeholder Engagement

	Stakeholders' expectations, interests, and needs	Earth Corporation's main responsibilities
Customers (consumers, business partners)	Products and services that address diverse consumer needs while considering communities and the environment	• Provide products and services that contribute to safe and comfortable lives • Reflect customer feedback in management • Comply with laws and in-house rules • Respond swiftly to changes in the business environment • Provide information promptly and support audits and disclosure ▶ P.22 Chapter 3 How Future Growth Will Be Realized
Employees and their families	Human capital management through respect for diversity and a workplace where employees can work with confidence	• Promote communication based on the Earth Value of "Diversity" • Create a workplace where employees can thrive • Foster an environment where employees' families feel secure ▶ P.38 Human Capital Management
Suppliers	Building sustainable co-creation partnerships through fair business practices	• Ensure fair procurement and business practices based on procurement policies • Build relationships of trust with business partners • Promote innovative initiatives beyond industry boundaries ▶ P.48 Providing Products and Services That Contribute to Safe and Comfortable Living
Shareholders and investors	Sound financial management and dialogue with shareholders and investors to enhance corporate value and sustainable growth	• Ensure fair valuation through appropriate disclosure and accountability • Respond sincerely to ESG rating agencies • Actively disclose and quantify non-financial information ▶ P.62 Corporate Governance: Dialogue with Investors
Local communities	Social contribution through co-creation and participation with local communities to help build a better future	• Provide clear and accessible information • Remain open and accessible to local communities • Support and participate in like-minded organizations • Develop products and services that address diverse consumer needs • Contribute to society through support for public health, culture, and sports
The Earth	Proactive initiatives to build a sustainable society that protects the environment and biodiversity	• Prevent air, water, and soil pollution • Procure raw materials responsibly with respect for the environment and human rights • Development of products and services that address diverse consumer needs • Protect the global environment through environmentally conscious products and services • Promote harmony with the Earth through an understanding of nature ▶ P.41 Chapter 4 Protecting "Comfort"

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Editorial Policy

Earth Corporation published Integrated Report 2026 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 2026 has been edited with a focus on reporting financial and non-financial information, including the value creation process, operations, Medium-Term Business Plan, and materiality initiatives in an integrated manner. We hope that this report will help further deepen dialogue with our stakeholders.

Period Covered FY2025 (January 1, 2025 - December 31, 2025)
* Includes certain activities after the period covered.

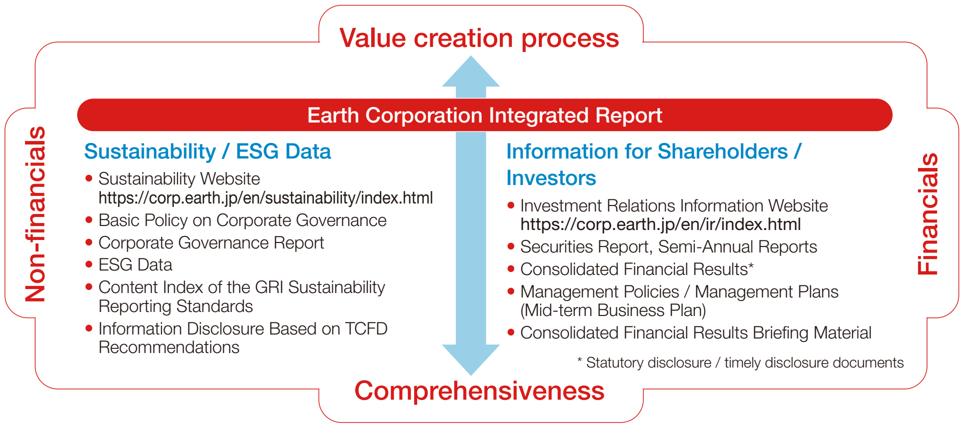
Organizations Covered Earth Corporation and domestic / overseas Group companies
* However, certain items are reported for Earth Corporation on a non-consolidated basis.

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

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.

Information Disclosure Framework



Corporate Philosophy / Action Guidelines

Earth Group Corporate Philosophy

We act to live in harmony with the Earth.

With the mission to support people's healthy and comfortable lives,
Earth Corporation has worked diligently to expand its business since its founding in Namba, Osaka, Japan,
guided by the philosophy: "We act to live in harmony with the Earth."
From its very inception, the Company has placed the utmost importance on the "customer's perspective"
and on continuously taking on new challenges without the fear of change.
This stance has served as the driving force behind the development of numerous products and services.
As if to embody the "Earth" in our company name, we currently provide products and services that form an integral part
of people's daily lives in roughly 50 countries and regions worldwide, including Asia.
In concert with our stakeholders, we will continue to take on the challenge of living in harmony
with the Earth in our own unique way, while responding flexibly to changes in society.
In this manner, we will work to secure sustainable growth and enhance corporate value over the next 100 years.

地球を、キモチいい家に。

EARTH
Act For Life

The meaning behind the message positioned below our corporate logo

"Act For Life," the message positioned below our corporate logo is a simple expression of our Corporate Philosophy, conveying the Earth Group's promise to customers that by providing products and services, it will "Act" in a manner that contributes to safety and comfort in the "lives" of people everywhere.

The Japanese version of the slogan is a familiar, easy-to-understand expression of this promise to customers that we will "Act For Life," and could be translated as "Making the Earth a home that feels good." "Feels good" refers to living in both safety and comfort.

Earth Policy

Earth Policy represents the behaviors and actions that are essential to achieving our Corporate Philosophy.

Creating a Market with customers

Passion・Innovation・Integrity

Momentum・Achievement

Earth Value

Earth Value is shared by all employees in the context of the Company's business operations.

One Earth

Open communication

Diversity