

Participating Initiatives



United Nations Global Compact (UNGC)



TCFD Consortium



TNFD Forum



Japan Climate Initiative (JCI)



Water Project



30 by 30 Alliance



Sedex



Japan Clean Ocean Material Alliance (CLOMA)

External Assessments



Sompo Sustainability Index



Toyo Keizai CSR Ranking



FTSE Blossom Japan Index



KENKO Investment for Health Stock Selection



Earth Corporation

A century of tackling social challenges as a team: working together to take steps toward the next generation

“Responding to change” is key

Since taking on the role of company president, I have always stressed the importance of “responding to change.” This is something that I believe applies to all companies. In today’s world especially, adaptation is no longer optional... it is essential. We may not know immediately whether our response will succeed or fail, but we must first take action based on well-formed hypotheses with a reasonable chance of success. The biggest issue lies in choosing to do nothing due to being paralyzed by the fear of failure or uncertainty over outcomes. While I believe it is truly important to pause and think critically, the rapid pace of change in today’s world makes that increasingly difficult.

Guided by our commitment to responding to change, we successfully increased revenue and profit in the 2024 fiscal year, and made steady progress in the overseas market, which is the central focus of our mid-term business plan. We continue to monitor global developments closely, evaluating the potential impact of tariffs, exchange rates, and other external factors on our business performance. Often, these factors end up causing trade-offs of both favorable and unfavorable circumstances. There is no such thing as a utopian company that is perfect in every aspect; therefore, if the overall outcome is even slightly positive, we consider that a meaningful achievement.

Corporate activities are sustainability activities

Guided by the sustainability policy we introduced in 2021, we are moving forward with initiatives across the three key pillars of environment (E), society (S), and governance (G) to help realize a sustainable society.

On the environmental front, we have committed to reducing our (Scope 1 and 2) CO2 emissions by 46% by 2030, compared to 2020 levels.

We are also preparing to set targets for Scope 3 emissions, which encompass indirect emissions across the supply chain. While this target is ambitious, it represents a valuable opportunity to strengthen our existing efforts. We also aim to work together with other companies facing similar sustainability challenges to achieve their targets. In terms of society, we are actively contributing to the prevention of insect-borne infectious diseases. With the globalization of logistics and the movement of people, combined with the expanding habitats of insects due to global warming, the risk of diseases such as malaria and dengue fever has greatly increased. Our technologies and products are being deployed as effective countermeasures against these growing threats.

CSV management means balancing economic and social value. Addressing social issues through our business has been an integral part of our operations since our founding. In that sense, our corporate activities are, by their very nature, sustainability activities.

Providing insect care tailored to local needs

From the perspective of biodiversity, we promote the concept of “insect care” rather than simply “insect extermination.” We are working to grow the market for insect repellent products that are both environmentally friendly and non-injurious to humans, such as “Hadamamo,” which shares the same weak acidity as human skin, and “Cockroach Repellent Total Guard,” which utilizes natural peppermint oil.

However, regulations governing active ingredients differ significantly across countries, meaning there is no universal solution. For example, even within Southeast Asia, what is effective in Thailand may not be suitable for Vietnam. Product development must take into account each country’s legal framework (including safety standards), housing conditions, and cultural

context. For this reason, we actively encourage our product managers to visit each local market directly. While market research conducted by our marketing department is a valuable resource, it is essential to validate these insights through firsthand observation and engagement.

Pursuing health management for further growth

If we were to rank our stakeholders by priority, our employees would unquestionably come first. We consider employee health management to be a core management issue and, in 2019, we formalized this commitment through the launch of the “Earth Health Declaration.” This year, we were honored to be selected for the first time for the KENKO Investment for Health, and we have been certified as an Outstanding Organization of KENKO Investment for Health (“White 500”) for five consecutive years. However, the important thing is not to be selected every year, but to delve deeper into the spirit of the initiative and strengthen our efforts. That said, it is certainly gratifying when our efforts are acknowledged through such recognition.

2025 marks the 100th anniversary of the company’s founding. We would like to take this opportunity to extend our heartfelt appreciation not only to our employees, but to all of our stakeholders. We remain committed to achieving sustainable growth and further enhancing our corporate value together.



Katsunori Kawabata
President &
Representative Director

川端克宜

CONTENTS

Top Message	1
Earth Corporation's Sustainability	3
Identification of Materiality	5
Interview with an Outside Director	7



Environment

Environmental Management	9
Responding to Climate Change	12
Effective Use of Water and Reduction of Its Use	14
Sustainable Product Development	15
Biodiversity	17
Chemical Substance Management	18



Social

Provision of Products and Services That Contribute toward Safe and Comfortable Lifestyles ...	19
Initiatives Adopted from a Customer-focused Perspective ...	20
Initiatives to Provide Protection from Danger	22
Promoting Sustainable Procurement	23
Occupational Health and Safety ...	26
Health and Productivity Management	27
Human Rights and Diversity	28
Human Asset Cultivation, Evaluation and Recruitment	29
Social Contribution Activities	30



Governance

Corporate Governance	32
Compliance and Risk Management	33
Editorial Policy and Editor's Postscript	34

Earth Corporation's Sustainability

Basic Policy on Sustainability

We formulated our Basic Policy on Sustainability in 2021.

When drawing up this policy, we brought together representatives of every department involved in business promotion and engaged in repeated discussions regarding the elements and phrases needed to effectively disseminate the concept of sustainability while respecting Earth Group's essential aspects. We are making it clear, both within and outside the company, that we will be promoting initiatives aimed at realizing sustainable business based on this policy.

Earth Corporation's Basic Policy on Sustainability

In line with our corporate philosophy
—“We act to live in harmony with the Earth”—
we will collaborate with our stakeholders to
address issues relating to sustainability,
and will contribute toward the sustainable
enhancement of corporate value
and toward the building of a sustainable society.

(Formulated in 2021)

Earth Corporation's stakeholders

Earth Corporation's business activities are supported by various stakeholders, including customers, employees and their families, suppliers, shareholders and investors, and local communities. To embody our slogan—“Making the Earth a home that feels good”—we believe that it is important to communicate with various stakeholders and to create an environment that promotes dialogue rather than unilateral transmission of information.

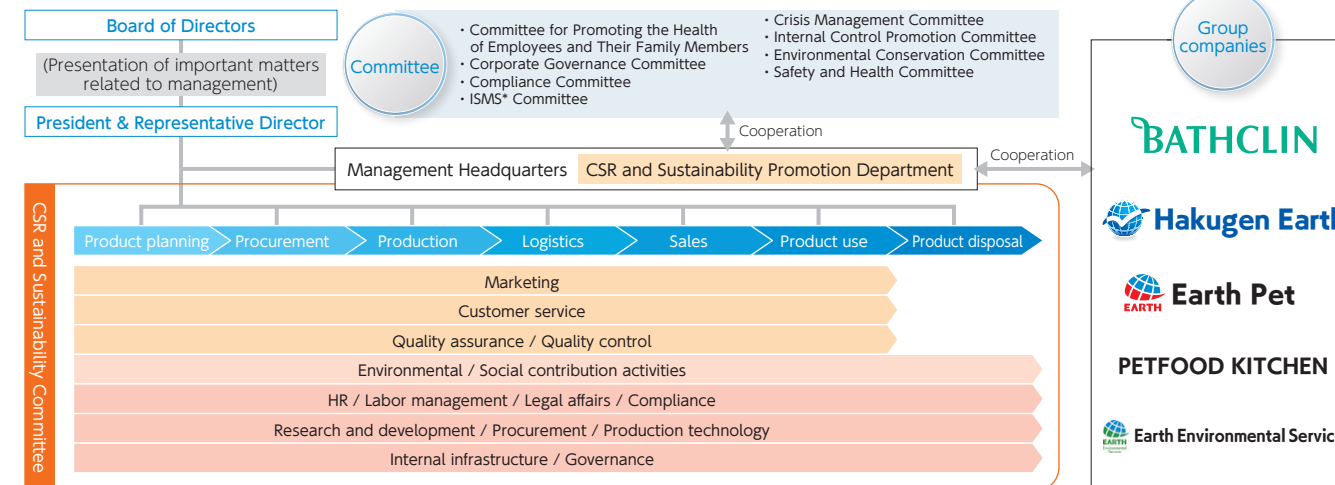


Sustainability promotion framework

We have established the CSR and Sustainability Promotion Department under the Group Management Headquarters to promote the smooth, effective implementation of sustainability activities in line with the company's Basic Policy on Sustainability while maintaining a bird's-eye view of the three key areas of the environment (E), society (S), and corporate governance (G). We have also established the CSR and Sustainability Committee, chaired by the company president, as a permanent body to promote workplace sustainability activities. This committee works together with the CSR and Sustainability Promotion Department to formulate activity plans,

set targets and key performance indicators (KPIs), share targets and KPIs throughout the company, promote initiatives aimed at target achievement, monitor progress status, and share activity content within the company. It also compiles the Sustainability Report and ESG Data Book to undertake appropriate disclosure of information in line with stakeholders' expectations. The content of the committee's discussions and the status of activities are reported on regularly to senior management, and important matters requiring examination and decision-making by senior management are reported to and discussed by the Board of Directors.

Sustainability promotion framework



* ISMS: Information Security Management System

Identification of Materiality

To meet the expectations of stakeholders and continually develop the Group over the long term, Earth Corporation believes that it is important to check and evaluate the impact of various social issues on corporate activities and to clarify issues that are important to management. Based on this approach, in 2021, we identified key issues (materiality) that are important in relation to sustainability.

In order to undertake sustainability initiatives in the future that effectively utilize both the unique characteristics of the Group's business and its management resources toward the realization of a sustainable society, we have decided on key topics and have formulated targets and KPIs that are connected to these topics.

[Materiality identification process]

STEP 1 Selection of issues

Selection of issues, taking into account international frameworks and guidelines, etc., in the area of sustainability

STEP 2 Identification of materiality

Evaluation of the importance of each issue to our business, and formulation of draft materiality by the CSR and Sustainability Committee and relevant department heads, based on our company's overall strategic direction

STEP 3 Evaluation of importance

Approval of five materiality items following meetings with senior management and outside directors and following review by the Board of Directors

[Earth Corporation's materiality]

Materiality (key issues)	Key topics and main measures	Targets and KPIs	Results of short-term goals (FY2023)	
			Targets	Results
Responding to Climate Change	We are reducing our CO ₂ emissions.	CO ₂ emission reduction compared to 2020 (Scope 1 + 2): ● 14% reduction (by 2023) ● 28% reduction (by 2026) ● 46% reduction (by 2030)	14% reduction in CO ₂ emissions	29.8% reduction
	We are proceeding with the adoption of electric power generated using renewable energy.	Switching to renewable energy: ● Adoption of renewable energy at our plants (renewable energy rate: 60%) (by 2023) ● Adoption of renewable energy at our research facilities (renewable energy rate: 90%) (by 2026) ● Adoption of renewable energy at our offices* (renewable energy rate: 95%) (by 2030) *Excluding rented offices	Switching to renewable energy at plants completed (renewable energy rate: 60%)	Switching to renewable energy at plants completed (renewable energy rate: 56.3%)
Concern for the Issues Affecting the Global Environment	We are working to reduce water usage and promote recycling, as well as working on enhancing the efficiency of water usage relating to manufacturing (from R&D through to production).	Enhancement of water usage efficiency compared to 2020: ● 3% enhancement (by 2023) ● 6% enhancement (by 2026) ● 10% enhancement (by 2030)	3% enhancement in water usage efficiency	3.5% enhancement
	We are committed to becoming a recycling-oriented company by making effective use of resources.	Reducing emission of industrial waste, etc. from plants and research facilities to zero: ● Survey of the current status of waste processing contractors, and adjustments (by 2023) ● Realize zero waste emissions from plants and research facilities (by 2026) ● Maintain zero waste emissions from plants and research facilities (by 2030)	Survey of the current status of waste processing contractors, and adjustments	We are continuing to review the processing methods and landfill disposal status of waste processing contractors after hearing their opinions.
	Having stipulated Earth ECO Standards, we are expanding the scope of environment-friendly products.	Overview of the Earth ECO Standards: ● Establishment of the Earth ECO Standards (2023) ● Expand the scope of products compatible with Earth ECO Standards and promote information disclosure (by 2026 and 2030)	Establish the Earth ECO Standards	Achieved
Promoting Sustainable Procurement	We are promoting procurement of environment-friendly packaging materials.	Forest Stewardship Council* (FSC*)-certified paper usage rate (by weight): ● Usage rate: 10% or more (by 2023) ● Usage rate: 30% or more (by 2026) ● Usage rate: 70% or more (by 2030)	At least 10% of the paper we use is FSC*-certified paper.	11.45%
Provision of Products and Services That Contribute toward Safe and Comfortable Lifestyles	To reduce the number of major quality incidents that negatively impact customer satisfaction and trust to zero, we are raising the periodic quality inspection implementation rate both at our own plants and at contractors' factories.	Periodic quality inspection implementation rate: Maintain at 100% (2023, 2026, and 2030)	100% implementation rate of quality inspection	100%
	To ensure compliance with relevant laws and reduce the incidence of major violations to zero, we are enhancing the implementation rate for the annual education and training plan.	Education and training implementation rate: Maintain at 100% (2023, 2026, and 2030)	100% implementation rate of education and training programs	100%
Creating Workplaces That Support Activities by Diverse Individuals	We are encouraging employees to take their annual paid leave entitlement.	Paid leave usage rate: Maintain at a level of at least 70% (2023, 2026, and 2030)	Paid Leave usage rate At least 70%	84.9%
	To support female empowerment, we are raising the share of women in management-level positions.	Female manager ratio: ● At least 10% (by 2023) ● At least 18% (by 2026) ● At least 30% (by 2030)	Female manager ratio At least 10%	11.4%
Strengthening the Management Infrastructure	—	—	—	—

*○: On schedule △: Delayed

Greater expectations for the vitality born from diversity

Outside Director **Ruth Marie Jarman**



Has your impression of Earth Corporation changed since becoming an outside director?

Having lived in Japan for many years, I was already familiar with Earth Chemical as a consumer. In fact, I used their cockroach traps during my childhood in Hawaii. The commercials and product names left a strong impression on me that Earth Corporation is a clever and interesting company. However, after joining as an outside director, I came to understand that what truly drives the company's sales and product development is each employee's deep commitment to helping people and protecting the planet.

Earth Corporation is not merely a company that sells products. Having witnessed corporate activities that are consistent with the management philosophy of "We act to live in harmony with the Earth," I now know that Earth Corporation is the "real deal."

What is your impression of Earth Corporation's products?

My current home is an old wooden house surrounded by nature, which is great, but for years I struggled with centipedes. Since discovering Earth Corporation's products designed specifically for centipede control, I can now walk barefoot at night with peace of mind. I often find myself discussing pest control with my neighbors and recommending Earth

Corporation products as if I were part of the sales team (laughs).

I'm particularly fond of the phrase "insect care." It reflects an attitude of respecting the existence of insects while safeguarding human well-being. In that sense, it could also be described as "human care." I find it admirable that Japanese children grow up with a familiarity and curiosity about everyday insects like ants and pill bugs. That cultural appreciation for nature is something I feel is deeply embedded in many of Earth Corporation's products.

Could you share your thoughts on the company's sustainability initiatives?

I would like to see even greater emphasis placed on the company's proactive approach to sustainability from multiple angles, including environmentally conscious product development, human capital development, and broader social contributions. A good example is the mosquito repellent spray the company jointly developed with Kao Corporation. Rather than relying on chemically synthesized insecticides, this product gently immobilizes mosquitoes by wetting their wings, making it safer for human use. It has been launched in Thailand, a country where mosquito-borne diseases such as dengue fever are a serious concern. Although Earth Corporation is a Japanese company, it does not operate with a Japan-centric mindset.

Instead, it thoughtfully considers the specific issues and needs of each market. To me, this global and empathetic perspective represents the true spirit of sustainability.

There is no need to make bold claims, but by clearly communicating the initiatives you are undertaking and the unique strengths behind them, both internally and externally, you can build greater understanding, expand your fan base, and strengthen engagement. President Kawabata has already addressed these topics through various media. He is a highly articulate spokesperson, so I would like to see even more opportunities for him to share the company's vision. This suggestion stems from my broader hope that Asia, especially Japan, will emerge as a global leader in sustainability, alongside Europe and Canada.

What are your thoughts on governance challenges?

In many cases, the decisions themselves are sound, but the processes leading up to those decisions are not always fully transparent. While we already provide ample quantitative data, if we can also articulate and share qualitative information, such as the rationale and process behind decisions, we will be better positioned to respond to questions from outside directors at shareholders' meetings. Once verbalization becomes the norm, I believe governance will be strengthened as a matter of course.

I believe the role of outside directors in corporate governance is not to "control" management, but to act as "partners." Of course, there are times when it is essential to offer strict supervision and say, "This must not be done." At the same time, it is equally important to provide constructive feedback from an external perspective, such as suggesting improvements that could enhance efficiency.

Can you share your thoughts on the risks of operating in global markets and how you address them?

One of the primary risks lies in selecting local partners. In Japan, there is often a tendency to equate a good first impression with honesty or trustworthiness. However, I would encourage deeper due diligence,

engaging in discussions with internal teams, and consulting with foreign outside directors when appropriate, before deciding who to collaborate with. No matter how thorough the due diligence process, it is unforeseen issues often emerge after a merger.

In Japan, it is relatively common for lost items to be returned to their owners. Overseas, however, it would be surprising if that happened. This cultural contrast highlights the importance of understanding that what feels natural in Japan may not apply abroad. While many people are now aware of these surface-level differences, there remain many deeper, more nuanced disparities that are difficult to anticipate. Effective risk management requires preparing for scenarios that would be nearly unthinkable in a domestic context. As our overseas expansion continues to accelerate, I believe it is critical to develop a keen global perspective.

Human rights awareness among Japanese companies has come under increasing scrutiny.

What should Earth Corporation be mindful of in this area?

First of all, we must never assume that incidents such as sexual harassment or power harassment could "never happen" within our organization. Equally important is fostering a corporate culture where anyone feels safe to speak up. This also means respecting diversity. I believe that the true essence of diversity does not lie in superficial metrics such as hiring foreign nationals or increasing the ratio of employees with disabilities or female managers. Rather, it lies in recognizing and valuing the diverse perspectives and experiences each individual brings, and in fostering an environment where we can bring out the best in one another.

I hope that Earth Corporation will harness the power of diversity to pursue bold innovations in product development, initiatives that no one else has imagined, as well as to explore new markets and build forward-thinking organizational structures.

Environmental Management

Basic approach

Environmental pollution and resource scarcity on a global scale are today's most pressing issues. Earth Corporation regards environmental problems across the entire value chain as issues that directly affect the sustainability of not only the company's business but also of the Earth. Our basic stance is that based on this recognition, we will steadily promote initiatives aimed at reducing environmental impact.

Environmental Declaration

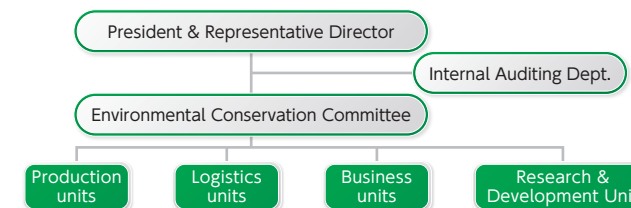
In accordance with our corporate philosophy of
 "We act to live in harmony with the Earth,"
 we at Earth Corporation strive to take the protection
 of the global environment into account
 in all our business activities and to make a positive
 contribution toward the lives of the people of the world.

Earth Corporation Environmental Policy

- (1) **Compliance**
We strictly comply with environmental laws, regulations, agreements, and voluntary standards.
- (2) **Environmentally friendly business activities**
We are dedicated to developing environmentally friendly products and carrying out responsible practices in material procurement, production, logistics, and sales.
- (3) **Climate change**
We actively promote energy conservation and the adoption of clean energy sources in pursuit of carbon neutrality.
- (4) **Resource recycling**
We contribute to the development of a recycling-oriented society by promoting the efficient use of resources such as water, waste reduction, and recycling.
- (5) **Biodiversity**
We strive to conserve biodiversity and support its sustainable use.
- (6) **Employee awareness**
All educate employees maintain a high level of environmental awareness and are encouraged to take initiative in contributing to society.
- (7) **Community**
We take responsible actions to protect and preserve the environment within local communities.
- (8) **Information disclosure**
We proactively disclose information related to environmental conservation.
- (9) **Continuous improvement**
We have established an environmental management system and are committed to its continuous improvement.

Environmental management structure

Our company promotes environmental management through the Environmental Conservation Committee, which is chaired by a director appointed by the president. We formulate/evaluate policies and goals, and support the implementation of these policies within our four divisions. The entire group is enhancing collaboration through the Earth Group Environmental Meeting, promoting information sharing to achieve synergy.



Strengthening the environmental management system



EcoAction 21
 Certification/Registration
 Certificate

In May 2007, Earth Corporation established a company-wide environmental management structure and started environmental conservation activities. In January 2009, our head office and plants obtained EcoAction 21 certification, an environmental management system developed by Japan's Ministry of the Environment. In April 2010, the scope of certification was expanded to include all business sites in Japan.

EcoAction 21 is a certification and registration program that integrates an environmental management system, environmental performance evaluation, and

environmental reporting into one. We are actively implementing environmental initiatives and publish their results in environmental management reports in accordance with the EcoAction 21 guidelines.

In this way, by operating an environmental management system across the entire company and by undergoing audits by external organizations, we ensure that environmental activities are effectively implemented and take root in the company.

Thorough legal compliance by strengthening internal audits

There are many environment-related laws and regulations that apply to our business activities. Each year, internal environmental audits are conducted at the head office, plants, branches, and other operation sites to regularly evaluate their status of compliance. In 2024, no serious incidents, such as legal violations, were found in the internal audits. Also, there have been no compliance issues pointed out by the relevant authorities for over the past 10 years.

However, legal compliance is a minimum requirement. Aiming to go beyond merely following laws and regulations, in internal audits, we conduct evaluation based on our own checklist and promote improvement while also listening to the opinions of frontline workers. We will continue to improve the effectiveness of audits and the training of auditors, thereby strengthening our environmental management structure.

Environmental education

We provide environmental education to all employees in accordance with our Environmental Policy to ensure that they work with a high level of environmental awareness. In addition to fundamental topics such as policies, objectives, legal regulations, and environmental trends, we offer role-specific training for managers and staff at each business site and department, as well as orientation training for new employees.

Reduction of environmental impact

• Environmental impact of business activities

Earth Corporation quantitatively monitors and properly manages raw materials, energy and other resources (inputs) used in its business activities, as well as the products and environmental impact (outputs) that arise from these activities, while at the same time working to reduce environmental impact.



For more details,
please visit our
official website



• Initiatives through the value chain

With the aim of reducing environmental impact and realizing a recycling-oriented society, Earth Corporation is working to address climate change, conserve resources, reduce waste, and reduce and properly manage chemical substances throughout its entire value chain of product development, material procurement, production, logistics, and sales.



• Product development

Lightweight containers and packaging materials, compact, long-lasting products, and refillable products not only contribute to reducing raw material consumption and household waste but also help reduce energy consumption and CO₂ emissions during transportation.

• Material procurement

We promote responsible raw material procurement that takes the environment into account. For example, we work to save resources through the use of lightweight containers and packaging materials and the adoption of recycled materials.

• Production

At our plants, recognizing environmental activities such as energy and water saving and waste reduction as part of "kaizen proposal activities" aimed at eliminating waste at the production site, production staff members are engaged in various activities while sharing various ideas and opinions.

• Logistics

To reduce CO₂ emissions during transportation and delivery, we are working with logistics subcontractors to improve transportation and delivery efficiency by increasing loading efficiency, expanding delivery lots, and expanding modal shifts.

• Sales

We strive to reduce CO₂ emissions from our vehicles by adopting fuel-efficient, low-emission vehicles for company vehicles and by encouraging employees to practice eco-driving and efficient route selection when driving for sales activities.

Responding to Climate Change

Basic approach

As a company whose corporate philosophy is "We act to live in harmony with the Earth," we carry out business activities in harmony with the global environment. We recognize that response to climate change is an important managerial issue, and we are committed to proactively working to resolve climate change issues in all of our businesses.

To contribute to the transition to a decarbonized society, we will take the following actions:

- Reducing CO₂ emissions
- Promoting the greater use of electricity generated from renewable sources

Structure

The President and Representative Director serves as Chairman of the CSR and Sustainability Committee and is directly responsible for the formulation of policies and strategies for responding to climate change, establishment of a risk management system, development of targets, and progress management and supervision of progress. We have established a structure under the supervision of the Board of Directors. Specifically, after deliberation at the Strategy Council,* the CSR and Sustainability Committee determines and reviews climate change-related policies and strategies and reports to the Board of Directors on the status of achievement of targets. (See P4 for the sustainability promotion framework)

*Strategy Council

A body established to conduct preliminary deliberations on important matters, including matters to be presented to the Board of Directors and matters requiring decisions by the President.
Chairman: President & Representative Director; Members: Executive officers nominated by the President; Frequency of meetings: Once a month

Third-party assurance

The Earth Group recognizes the critical importance of identifying greenhouse gas emissions throughout the entire supply chain in order to realize a decarbonized society. In the 2024 fiscal year, we calculated greenhouse gas emissions (Scopes 1, 2, and 3) for the entire group and obtained third-party assurance to ensure data accuracy.



Third-Party Assurance Report

Response to climate change

We recognize that climate change is a risk to our business, but at the same time, it is an important management issue that can lead to new revenue opportunities. We recognize the importance of disclosing climate change-related financial information and have expressed our support for the TCFD* recommendations. We will disclose information in accordance with the TCFD recommendations.

*TCFD: Task Force on Climate-related Financial Disclosures established by the Financial Stability Board. In June 2017, the TCFD released its recommendations, calling for disclosure of the impacts of climate change in the financial reports of financial institutions, companies, governments, and other organizations.



Climate change initiatives

We are implementing initiatives to mitigate climate change and adapt to its effects. To reduce CO₂ emissions due to our business activities, we are promoting the use of renewable energy and strengthening green initiatives throughout our supply chain, such as promoting energy conservation and the use of renewable energy.

We also aim to contribute to the realization of a decarbonized society by supporting international frameworks such as the TCFD.

• Reducing delivery burdens and CO₂ emissions by minimizing undelivered returns

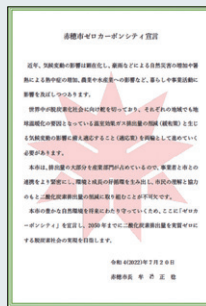
With the growing volume of online orders for BARTH products, we have seen an increase in packages left unclaimed for extended periods and ultimately returned as undeliverable.

To address this issue, we have implemented an app that detects potential undelivered returns in advance. This allows us to be notified immediately when a customer is not available to receive a package and enables us to promptly remind them to pick it up.

This initiative has significantly reduced the rate of undelivered returns, leading to lower transportation costs for returns and re-shipments, while also easing the burden on delivery drivers and reducing CO₂ emissions during delivery.

• Ako City Zero Carbon City Declaration

We support the Japanese government's carbon neutral policy, the Act on the Rational Use of Energy (Energy Conservation Act), and the Act on Promotion of Global Warming Countermeasures (Global Warming Countermeasures Act). We also submit annual reports to the government on energy usage, progress toward energy conservation targets, and greenhouse gas emissions. In Ako City, Hyogo Prefecture, home to our main plant, the city declared the "Ako City Zero Carbon City Declaration" in July 2022, with the goal of achieving net-zero CO₂ emissions by 2050. At the same time, the Ako City Decarbonization Promotion Council was launched to drive this effort. The council emphasizes a dual strategy: reducing greenhouse gas emissions (mitigation measures) and adapting to the impacts of climate change (adaptation measures). These objectives align closely with our company's climate strategy. We actively attend information sessions hosted by government agencies and public hearings conducted by industry groups, and we share the information obtained with relevant internal departments. When shaping our climate-related policies, we incorporate and implement transition plans aimed at reducing greenhouse gas emissions. As a company frequently consulted for its insights, we take an active role in shaping these discussions.



Ako City Zero Carbon City Declaration

Effective Use of Water and Reduction of Its Use

Basic approach

It is said that freshwater in rivers and lakes that is readily available for human consumption makes up only 0.008% of Earth's water. We recognize that the effective use of water resources is an important issue in addressing global environmental problems. We have set the improvement of water usage efficiency as a materiality target (a 10% improvement from 2020 to 2030), and we are working to achieve it.

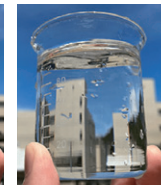
Wastewater purification

Wastewater generated at our main production bases, the Ako Plant and Sakoshi Plant, as well as at the adjacent research facilities, is purified at on-site wastewater treatment facilities and discharged into the sea. In discharging wastewater, we take measures to reduce environmental impact. We also ensure thorough compliance with laws and regulations by setting voluntary standards stricter than the wastewater standards specified in laws and regulations. We regularly report to Ako City, where the Ako and Sakoshi Plants are located, on the quantity and quality of wastewater discharged.

Furthermore, we have concluded an "Environmental Protection Agreement" with Ako City and have been registered as an "Ako City Environmental Partnership Workplace." Through these initiatives, we are actively implementing various activities to reduce environmental impact in collaboration with Ako City.



Before purification treatment



After purification treatment

Initiatives to reduce water consumption

• Reducing water consumption on production lines

In addition to utilizing water as a raw material in our products, we also use it extensively for cleaning our production lines. While thorough cleaning of production lines is essential to maintain hygiene and prevent cross-contamination, we are also working to reduce water consumption in this process.

Since 2019, we have reviewed the line cleaning method for our tablet-type bath salts. We transitioned from the traditional hot water cleaning method to air cleaning. As a result, the amount of water used for cleaning was reduced by 294 tons in the 2024 fiscal year.

• Introduction of water-saving plumbing equipment

We are progressively upgrading our water supply and drainage systems to more water-efficient models. Currently, we are promoting the installation of water-saving toilets. As of March 2024, the adoption rate of water-saving toilets at our two main production facilities (the Ako Plant and Sakoshi Plant) has reached 79%.

Participating in activities for the conservation and effective use of water resources

Our company collaborates with fellow member companies of the Ako City Environmental Conservation Council to promote initiatives aimed at conserving water resources and protecting the environment. Additionally, we participate in the Ministry of the Environment's Water Project, which seeks to create sustainable local communities by preserving and utilizing quality water environments through multi-stakeholder collaboration among government, industry, academia, and the public. We are also a member of the Japan Clean Ocean Material Alliance (CLOMA), which is dedicated to addressing the issue of marine plastic waste.

Sustainable Product Development

"We act to live in harmony with the Earth." Guided by this philosophy, we are committed to building a sustainable society. As a manufacturer, we strive to deliver products that are even more considerate of both people and the environment.

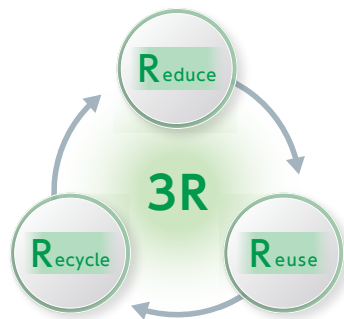
Environmentally friendly materials project team

The Research & Development Unit is the driving force behind our manufacturing. This department has established a project team focused on environmentally friendly packaging materials with the mission of developing packaging that reduces and recycles plastic, and is future-ready and environmentally responsible. We actively collect and assess the latest developments in eco-friendly packaging materials and evaluate prototype applications.

The team comprises members from various research units (including those specializing in insect care products, bath salts, oral hygiene products, and overseas products) and holds regular information-sharing sessions to exchange ideas and drive the development of new products.

Development of environmentally friendly products

In response to our customers' heightened environmental awareness in recent years, we are actively working to develop environmentally friendly products. We are pursuing product development from the perspective of the 3Rs—reduce, reuse, and recycle—with an awareness of reducing environmental impact throughout the product lifecycle.



Product manufacturing with the 3Rs (2024 results)

(1) The perspective of "Reduce"

For the 82 items that fall under this category, we have reduced the amount of plastic used for containers by approximately 318 tons compared to the amount of plastic used before the change.

(2) The perspective of "Reuse"

We offer 29 refill products, which in total have reduced plastic usage by approximately 443 tons.

(3) The perspective of "Recycle"

We offer 97 items that use recycled plastic, amounting to approximately 802 tons per year. Of the products that use paper packaging, 155 items use recycled paper.

Examples of environmentally friendly and health-conscious product development

Development of herbicides with consideration for the environment and customer feedback

The "Earth Garden Ouchi no Kusa Korori" series is a line of herbicides made with food-based ingredients, designed for safe use in households with children and pets. In response to customers that worry about plastic bottle waste or found it difficult to carry multiple large bottles home from shopping, we launched the compact "Earth Garden Ouchi no Kusa Korori Water-diluted Type 500mL" in 2024. This product can be diluted with water and covers an area equivalent to 12 bottles of the 2L version of Ouchi no Kusa Korori, achieving a 95.7% reduction in plastic use.



Treatable area: Equivalent to 12 bottles of Earth Garden Ouchi no Kusa Korori 2L

Reducing environmental impact through innovative packaging designs

The "Leaflet Label Osu Dake No-mat Spray for 200 days" is sold exclusively through e-commerce platforms* and differs from in-store versions in that it does not use shrink wrap designed for display on a shelf. Instead, the e-commerce version features simple packaging without a backing sheet, with product information provided via the online sales page. By printing the usage precautions, which were previously included on the backing sheet, directly onto a leaflet label affixed to the product, we successfully reduced the amount of paper used. Once the leaflet label is removed, the product maintains a clean, minimalist design that blends seamlessly with interior decor.



*Available only to companies without physical retail locations.

Paper packaging for Pirepara Earth for closets

In February 2024, we will update the Pirepara Earth for closets packaging to environmentally friendly paper stand pouches. This transition has resulted in an approximately 80% reduction in plastic usage and allows the packaging to be disposed of as paper waste. Furthermore, the paper used in this packaging is FSC-certified and sourced from sustainable resources. For the renewal, we adopted a slide fastener closure similar to the previous product and selected a paper composition that will maintain the effectiveness of the insect repellent for one year without changing it.



Promoting the habit of mouthwash use and contributing to improved well-being "Automatic Mondahmin"

Originally launched in 1987, Mondahmin has played a key role in promoting mouthwash culture in Japan. However, domestic usage rates remain low. To encourage habit formation, we introduced the "Mondahmin Mouthwash Peppermint 1080mL Automatic Dispenser Set" in 2019 and relaunched it as "Automatic Mondahmin" in 2022. This product enables easy dispensing of a single serving simply by holding a cup underneath, making daily use effortless. We believe that establishing a mouthwash routine contributes to overall well-being not only by supporting oral health, but also by refreshing the mind and enhancing confidence in interpersonal communication.



Image: Using "Automatic Mondahmin"

Biodiversity

Basic approach

Earth Corporation recognizes that biodiversity is an important managerial issue and that conserving biodiversity is in the long-term interests of the planet (society at large) and our company. In order to prevent the loss of biodiversity, based on our corporate philosophy of "We act to live in harmony with the Earth," we will implement the following initiatives in cooperation with our stakeholders for the conservation of biodiversity and its sustainable use throughout our company and supply chain.

Biodiversity Policy

To promote "nature positive" efforts aimed at conserving, restoring, and enhancing biodiversity, our company has established a Biodiversity Policy under our broader Environmental Policy. This policy reflects international developments in biodiversity conservation, such as the Kunming-Montreal Global Biodiversity Framework, and seeks to identify biodiversity-related risks, opportunities, dependencies, and impacts throughout the supply chain. It also aims to support the prevention, mitigation, and reversal of biodiversity loss, contributing to nature restoration and regeneration.

Major initiatives

- Compliance with biodiversity-related laws and regulations
- Understanding the impact of business activities on biodiversity and making efforts to reduce it
- Business activities that consider the local ecosystem
- Restoration efforts for biodiversity at high risk of loss
- Monitoring the invasion of invasive alien species to contribute to their eradication
- Continuous improvement of initiatives through dialogue and collaboration with stakeholders
- Contributing to improving and accumulating knowledge on biodiversity through collaboration with experts
- Proactive disclosure of information on biodiversity

Earth Sakoshi Forest

Our Sakoshi Plant in Ako City, Hyogo Prefecture, is located near the Seto Inland Sea and the Seto Inland Sea National Park. The site includes 6.5 hectares of green space, known as the "Earth Sakoshi Forest." In 2023, we began conducting research to gain a deeper understanding of the forest, to demonstrate that factories and laboratories that produce insect control products and other products can coexist with nature and to create a gentler and more livable environment for living things. As a result, it was confirmed that a variety of living creatures live there and that the abundance of nature is maintained, and in March 2024, it was certified as a "Nationally Certified Sustainably Managed Natural Site."



Earth Sakoshi Forest – Nationally Certified Sustainably Managed Natural Site Certification

Chemical Substance Management

Chemical Substance Management Policy

Our company offers products and services that enhance hygiene and promote healthy, comfortable lifestyles for our customers, guided by our mission to achieve coexistence with the Earth and all forms of life.

We are committed to improving product quality and safety, while providing clear and transparent information to protect customers from harmful insects, contribute to ecological balance, and build lasting trust.

In strict compliance with all relevant laws and regulations, we actively gather the latest information on the impact of the chemical substances we handle on both people and the environment, and manage them responsibly. We also work to replace chemicals of concern with safer, less environmentally harmful alternatives, or reduce their usage wherever possible.

Chemical substance management system

In accordance with applicable laws and regulations, we have established the following internal committees: the Pharmaceutical Affairs Management Committee, to oversee and conduct risk assessments on the handling, use, and discharge of chemical substances, the Safety and Health Committee, to ensure comprehensive occupational safety and health management, and the Environmental Conservation Committee, to minimize environmental impact and oversee environmental management. Each committee operates under the supervision of designated executive officers and is responsible for reviewing and enforcing the company's fundamental policies on chemical substance management. These policies are then disseminated and implemented across all departments. Deliberations from each committee are reported to the Board of Directors. We also work closely with the Crisis Management Committee to prevent accidents and ensure a swift response in the event of an emergency.

Efforts to ensure product safety

Compliance with laws and regulations

Since our company uses chemical substances as raw materials for our products, we not only comply with laws and regulations such as the Act on the Evaluation of Chemical Substances and Regulation of Their Manufacture, etc., the Act on Confirmation, etc. of Release Amounts of Specific Chemical Substances in the Environment and Promotion of Improvements to the Management Thereof, the Industrial Safety and Health Act, and the Poisonous and Deleterious Substances Control Act, but also collect information on harmful components globally from databases such as GHS and ECHA. In addition, we are considering reducing the use of substances defined as potentially harmful by regulations such as REACH and finding alternatives to them.

Safety confirmation workflow

When developing products and services, our company conducts comprehensive risk evaluations at every stage from raw material acceptance to market launch. This process involves close collaboration among our research laboratories, business offices, plants, Product Quality Assurance Department, and Environmental Conservation Committee. Additionally, we continue to monitor information on potential side effects after products have been launched, and use this data to inform product renewals and the development of new products.



Provision of Products and Services That Contribute toward Safe and Comfortable Lifestyles

Earth Corporation's Basic Policy on Research and Development

- The most important aspect of Earth Corporation's manufacturing is maintaining a "customer perspective."
- We evaluate technologies and materials based on "who they are for" and "how they will be used."
- We strive to identify issues and sources of dissatisfaction in daily life that customers themselves may not yet recognize.
- We aim to transform customers' lifestyles through the introduction of uniquely innovative products.
- We place strong emphasis on reliability, safety, ease of use, and clarity.
- We remain committed to developing products that contribute meaningfully to society.

Research fields related to product development

Insecticides and repellents:

Research and development of insect control products designed for the control and repellency of sanitary and nuisance pests

Daily necessities:

Research and development of oral hygiene products, bath salts, deodorants, insect repellents, and related items

Gardening supplies:

Research and development of gardening-related products leveraging the technology developed through our insect control products

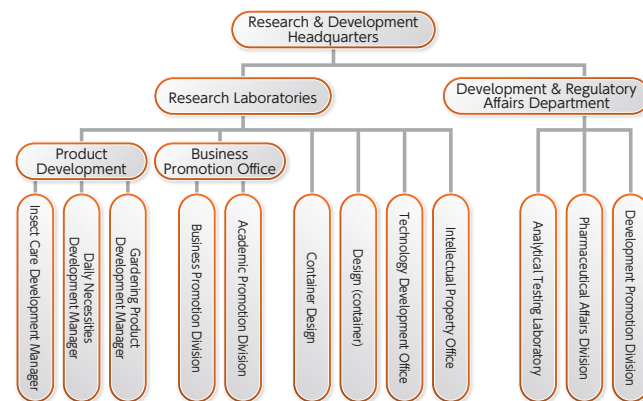
Jointly developed products:

We engage in joint research and development with various partner companies to develop products aimed at pest repellency.

Research and development promotion system

Our fundamental research and development policy is to "put the customer first and create innovative, high-quality products that improve lifestyles by addressing everyday inconveniences, while continuously contributing to society." We promote research and development not only through individual and team efforts but also in collaboration with a wide range of stakeholders.

In product development, which is the foundation of our business, we place great importance on free thinking about development themes and to establish a system that minimizes the time from development initiation to product launch.



Initiatives Adopted from a Customer-focused Perspective

Intellectual property strategy

We regard intellectual property as a critical management resource. Our goal is to gain competitive advantage, expand our business, and enhance profitability by aligning our intellectual property strategy with our overall business and R&D strategies. Through the strategic use of intellectual property, we aim to protect our innovative technologies and bring to market original and socially impactful products that contribute to a sustainable society.

From the early stages of product development, our R&D, marketing, and intellectual property units work together to implement an "intellectual property mix" strategy. This approach ensures the optimal use of various forms of intellectual property, such as technologies, designs, product names, and catchphrases, at the right time to secure comprehensive protection.

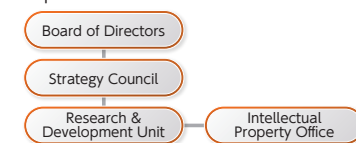
Intellectual Property Policy

In line with our Japanese and international business and R&D strategies, we are steadily implementing defensive intellectual property activities to ensure the reliable protection of our intellectual property, minimize risks to third-party intellectual property rights, and ensure business freedom.

At the same time, we are also promoting aggressive intellectual property activities to build a patent portfolio that ensures competitive advantage in the market and reduces barriers to entry for third parties.

Intellectual property management system

Implementation structure

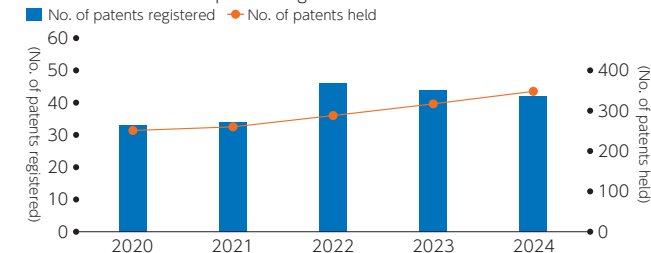


1 Number of patents held

Through the expansion and strengthening of our intellectual property initiatives, the number of patents held increased by 97 between 2020 and 2024.

Number of patents registered and held

Trend in the number of patents registered and held



2 Examples of global and cross-category application of technology and design (winged head)

The winged head used in the ARS JET GOLD insecticide aerosol, launched in Thailand, has received recognition for its outstanding engineering and design across multiple countries, and was even honored by the Thai Aerosol Association.



Award Plaque

Quality assurance

(1) Safety considerations for test personnel during product testing, and improvement of test accuracy and efficiency

Raw materials are evaluated using appropriate test items and methodologies to ensure both safety and precision in product development. In addition, all products undergo testing in accordance with legal requirements and performance standards.

(2) Conducting final product and actual use testing from the customer's perspective



We conduct testing that simulates real-life usage scenarios to ensure that our products operate safely and effectively, maintaining consistent quality at all times.

Raku Hapi Kurukuru Bubloon for Bathtub
Spray performance and volume are verified through comprehensive spray testing.

(3) Ensuring the continued safety and security of products

Our products are manufactured and quality-controlled in full compliance with the Pharmaceutical Affairs Law and all other applicable regulations. Regular study sessions and quality audits are conducted for both the Product Quality Assurance Department and the production units at our plant. We also perform quality audits on our manufacturing contractors and raw material suppliers to continuously improve quality and strengthen partnerships based on mutual trust, which is an approach rooted in the customer perspective.



In-house study session

Framework for utilizing customers' insights

The Customer Service Department undertakes the internal dissemination of customers' insights in annual, monthly, and other reports, and in the "Voice of Customers" internal website, and also works to expand usage of a text mining system that enables relevant departments to research and utilize customers' insights from their own perspective. In addition, it liaises directly with relevant departments regarding the presentation and implementation of suggestions for improvement raised based on customers' insights at meetings such as the Customers' Insights Discussion Meeting*, the Meeting to Discuss Points of Interest, and the Voice of Customers Meeting.

*A meeting attended by senior managers, the holding of which is recommended by the Association of Consumer Affairs Professionals

Responding to inquiries about expiration dates

We continuously analyze customer inquiries and actively implement improvements based on their feedback to ensure that our products and services can be used with confidence. Inquiries about expiration dates accounted for approximately 9% of all customer inquiries in 2024 (internal company data), making it one of the most common topics raised and a point of concern. While we have responded saying that, "the product can be used for at least three years after the date of manufacture," some customers indicated they were unable to determine the date of manufacture. In response, we began disclosing a method on our website in 2024 for easily checking the date of manufacture using the manufacturing lot number printed on the product.

Initiatives to Provide Protection from Danger

Promoting the prevention of insect-borne infectious diseases

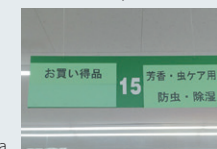
History of the initiative

According to the World Malaria Report 2024, an estimated 263 million cases of malaria occurred in 2023 (a 4.4% increase from the previous year), with 597,000 reported deaths (a 1.8% decrease). In addition, in 2019, the World Health Organization identified dengue fever, another mosquito-borne disease, as one of the top 10 global health crises requiring urgent attention. With increasing globalization of logistics and human mobility, infectious diseases that originate in tropical regions are now spreading worldwide. Moreover, the expansion of insect habitats and the rise in invasive species due to global warming are heightening the risk of insect-borne infectious diseases. Our company is committed to helping prevent the spread of such diseases, including malaria and dengue fever.

Name change from insecticides to insect control products

We develop products that protect people from the risk of insect-borne infectious diseases. However, we recognize that the Japanese character for "kill" in the Japanese word for insecticide gives a negative impression that it is harmful to humans, and that this makes a certain number of people reluctant to use it. Therefore, in order to eliminate the negative image associated with the term and to help protect against insect-borne infections, we changed the name of the product to "insect control products." In response to this name change, we are asking for the understanding of retailers and other businesses, and are promoting activities to spread knowledge about correct infection care to consumers.

Display of "insect control products" in the sales area



Earth Insect Care Seminar

We host the Earth Insect Care Seminar annually to promote "proper insect care based on accurate knowledge." In 2024, the seminar marked its fifth anniversary and was held in Tokyo and Osaka, in addition to being streamed online. In modern society, with the progress of globalization, there is growing concern about "insect-borne infectious diseases."

Additionally, "super bed bugs" have been frequently in the news recently, which may be causing anxiety for many people. Furthermore, we realize that many people face insect-related concerns in their daily lives.

In addition to lectures by renowned experts, this seminar also features pest advice from employees and an introduction to insect control products, placing importance on communication with visitors and providing information useful for safe and comfortable living. We will continue to work with academics to promote insect care awareness activities that incorporate reliable information dissemination.

We will also continue to hold insect care classes for children. In 2024, we held a class titled "Talks on Mosquito Science" at places such as the Science Museum in Tokyo.



Promoting Sustainable Procurement

Basic approach

We have put forward the corporate philosophy that Earth Corporation will “act to live in harmony with the Earth,” and we believe that the implementation of sustainable practices is exactly what it will take to achieve this goal. In this regard, procurement activities cannot be undertaken successfully without seeking to maintain harmony with the planet, and we believe that sustainable procurement, with the cooperation of our business partners, is a vital effort that contributes toward the sustainable development of society.

• Procurement Code of Conduct

Earth Corporation maintains fair, impartial, and ethical relationships with all our business partners, and we purchase products with due consideration for human rights, safety and health, and the environment.

We are committed to building trust-based partnerships with our business partners and promoting mutual and sustainable growth while contributing to social harmony.

Sustainable Procurement Guidelines

• Purchasing: Compliance with Laws, Regulations and Norms

We are committed to complying with domestic and international laws and regulations, international treaties and social norms, and to conducting procurement activities based on corporate ethics.

• Purchasing: Product Safety and Quality

We are committed to purchasing raw materials that fulfill our quality requirements to ensure product safety and quality.

• Purchasing: Fair Trade

We are committed to providing an equal opportunity to all of our business partners and to ensuring fair and impartial procurement practices.

• Information Security

We are committed to strictly managing confidential and personal information related to our procurement activities.

• Sustainability Initiatives

We are committed to working with our business partners to protect human rights (including prohibiting discrimination and eliminating long working hours) and promote the improvement of occupational health and safety and environmental conservation (conservation of biodiversity, etc.).

• Building Trust with Clients

We are committed to building relationships of trust with our clients, aiming for mutual growth through sustainable initiatives.

• Supplier Code of Conduct

We are committed to responsible procurement and aim to achieve a sustainable society as we build partnerships with our suppliers and the companies they work with based on relationships of trust.

Therefore, we request our business partners to conduct on-site inspections and audits, to comply with items in “A Request to Suppliers” on the right, making them known within their companies, and to further encourage their own business partners to comply with them.

• Response to human rights issues at supply chains

We recognize that child labor, forced labor, and human trafficking at supply chains are internationally unacceptable human rights violations.

We have established a Procurement Code of Conduct and Earth Corporation’s Sustainable Procurement Guidelines and a Supplier Code of Conduct in consideration of human rights, including respect for basic human rights such as prohibition of child labor, prohibition of discrimination in employment and recruitment, consideration for human rights of employees, and elimination of use of conflict minerals and raw materials that may cause social problems related to human rights and the environment. We have made these known to all our suppliers as “A Request to Suppliers.”

A Request to Suppliers (partial)

I. Regulatory Compliance; Human Rights; Occupational Safety and Health

1. Compliance with domestic and international laws and regulations, international treaties, and social norms
2. Consideration for basic human rights, including prohibitions against child labor
- ...

II. The Environment; Society

1. Compliance with international treaties and environment-related laws in each country or region where business is conducted
2. Establishment of business processes that take into account reducing environmental impact and environmental risks in business activities
- ...

III. Product Quality; Safety; Stable Supply

1. Provision of raw materials that meet quality requirements to ensure product safety and quality
2. Cooperation in disclosing information regarding stable supply
- ...

IV. Fair Trade

1. Compliance with laws and regulations governing commercial transactions in the countries and regions in which business is conducted
2. Elimination of transactions with antisocial forces, corruption and bribery
- ...

V. Information Security

1. Strict control of confidential and personal information regarding procurement activities to prevent leaks
2. Measures to protect against threats to computer networks
- ...

VI. Product Development

1. Propose new technologies and new materials that lead to the development of new products
2. Propose new technologies and new materials that lead to improvements to existing products, cost improvements and reduced lead times
- ...

Established on January 1, 2025

• Awareness-raising activities for business partners

To ensure that our business partners understand and implement our Procurement Code of Conduct and Earth Corporation's Sustainable Procurement Guidelines, we ask them to complete a CSR Self-assessment Questionnaire. This process allows them to reexamine their initiatives and continuously improve. This activity has been implemented since 2017, and as of December 2024, we had received completed questionnaires from 189 out of 209 raw materials producers and contracted manufacturers.

CSR Self-assessment response results (December 2024)

Unit: %

Item	Grading Distribution				
	A (100-80 points)	B (79-60 points)	C (59-40 points)	D (39-20 points)	E (19-0 points)
Corporate governance	58	24	11	7	0
Human rights	52	25	12	11	0
Labor	72	17	8	3	0
Environment	64	17	11	8	1
Fair corporate activities	61	22	12	5	0
Quality and safety	78	16	3	3	0
Information security	70	20	7	3	0
Supply chain	45	31	11	13	0
Regional society	58	24	10	8	1

• Initiatives through the value chain

We promote the procurement of environmentally friendly raw materials by reducing the volume of containers and packaging materials to save resources and by using recycled materials. We also work to save resources and improve transportation efficiency by changing the delivery form of raw materials. In doing so, it is important to cooperate with our business partners. We make sure that they understand our approach to the environment and other aspects of sustainable procurement as we move forward.

• Reduction of environmental impact during procurement

In procurement, we are changing the specifications of various raw material packages with the aim of reducing packaging material waste at production sites. For example, in the past, the procurement of Black Cap products used a large amount of corrugated cardboard because each roll of pillow film* was wrapped in corrugated cardboard. Therefore, we decided to use single-faced corrugated cardboard (bottom and perimeter), styrene sheets, and stretch film on pallets, which enabled a significant reduction in waste.

*Pillow film: Material of the bag covering the product inside the Black Cap box

Occupational Health and Safety

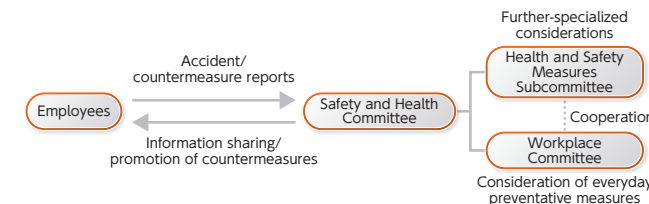
Health and Safety Policy

Aligned with our Human Rights Policy, Chemical Substance Management Policy, and other policies that affect employee health and safety, we strive to ensure the health and safety of employees so that they can work safely and securely, while also protecting their human rights and health, in an environmentally-friendly manner.

We aim to eliminate workplace accidents and prioritize employee safety by maintaining thorough workplace health and safety standards.

Accident examples, responses, and improvements

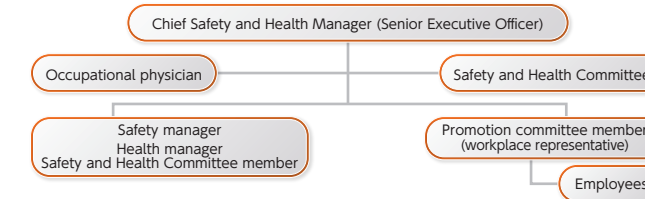
In the event of an employee accident, the incident is promptly reported to the Safety and Health Committee. The root causes are then investigated, and preventive measures are carefully considered by the Safety and Health Committee. These measures are implemented company-wide to avoid recurrence. We have had no serious accidents in the past three years.



Structure

Ensuring occupational safety and health requires not only the prevention of workplace accidents, but also the promotion of both physical and mental well-being among employees.

In accordance with the Industrial Safety and Health Act and other relevant laws, we have established "Safety and Health Regulations." A senior executive officer appointed by the president serves as the Chief Safety and Health Manager, overseeing the safety and health management system for each business location and coordinating the activities of the respective Safety and Health Committees. Each Safety and Health Committee includes safety managers, health managers, committee members, and occupational physicians from the company side, along with an equal number of employee-elected promotion committee members serving as workplace representatives. The activities of each Safety and Health Committee are reported to the Board of Directors once a year, enabling oversight and supervision of the company's safety and health risk management.



Health and Productivity Management

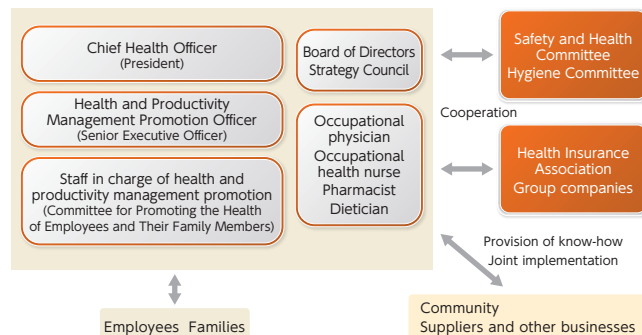
Earth Corporation Health Management Declaration

“Making the Earth a home that feels good.”

Earth Corporation has grown with society by continually contributing to the realization of healthy and comfortable lifestyles and providing high-quality products. To continue meeting our responsibility as a caring company for employees and their families, and to fulfill our commitment to being a good corporate citizen in the society we serve, the entire Earth Group declares that it will continue to promote the health of all employees to ensure that each and every member of the Earth Group family is able to enjoy physical and mental health at work.

Katsunori Kawabata
President & Representative Director

Health and productivity management promotion system



Kenkokeiei®

We regard employee health management as an important management issue and have established the Earth Corporation Health Management Declaration as a message from the top management. We have also organized the Committee for Promoting the Health of Employees and Their Family Members chaired by a senior executive officer in charge to specifically promote health and productivity management. Each measure was implemented based on a strategic map and verification of KPIs, and included follow-up on health management for employees and their family members and implementation of measures to improve health literacy. In 2024, our efforts to introduce a smoke-free policy on all company premises and during working hours were recognized, and for the fifth consecutive year since 2021, we became certified as an “Outstanding Organization of KENKO Investment for Health (White 500).” We were also selected for the first time in the “2025 KENKO Investment for Health Stock Selection.”

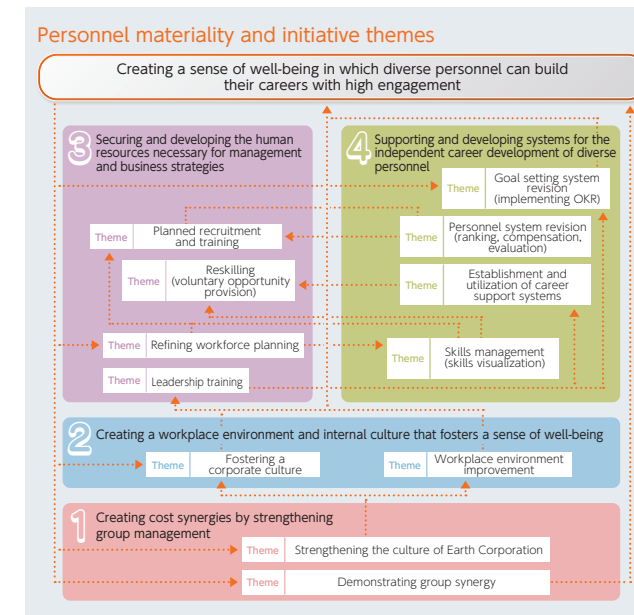
*Note: The term Kenkokeiei®, which means health and productivity management, is a registered trademark of the Nonprofit Organization Kenkokeiei.



Human Rights and Diversity

The Earth Group Global Code of Conduct specifies the need to prevent violation of human rights, accept diversity (individualities) and exert autonomy. These are rules that all Earth Group corporate officers and employees are expected to abide by when conducting business activities in countries with different lifestyles, habits, culture, laws and rules. To this end, we have established the Earth Group Human Rights Policy, Earth Group Labor Practices Policy, Earth Group DE&I Policy, etc., and disclose them internally and externally.

For the realization of human capital management



Promotion of diversity & inclusion

Based on the employees' shared value of “Diversity,” we promote the creation of a workplace where employees respect human rights, diversity, individuals' abilities and experiences, and feel fulfilled in their work. We view diversity as including origin, culture, age, experience, sexual orientation, and gender identity, as well as differences in life stage.

• Promotion of further advancement of female employees

To achieve our target of 30% female managers by 2030, we are implementing management candidate training programs and raising awareness around career development. In parallel, we are enhancing support for work-life balance through the introduction of flexible working arrangements for childcare, nursing care, and health-related leave.

Understanding employee engagement

To improve employee satisfaction and identify organizational challenges, we have been conducting employee satisfaction surveys since 2020. Beginning in 2024, we introduced motivation management tools to assess engagement levels more effectively.

2024 Engagement Survey response results

Total people	Number of respondents	Response rate	Rating
1,427	1,419	99.4%	B

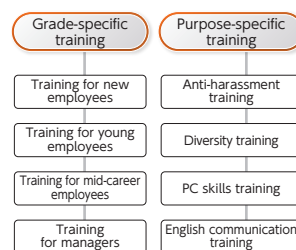
Human Asset Cultivation, Evaluation and Recruitment

Human Asset Cultivation Policy

We believe that continuous individual growth is essential to achieving sustainable business growth. We therefore strive to support the autonomous career development of all employees, regardless of nationality or age, while sharing the Earth Group's Earth Policy and Values, and to provide development opportunities that enable them to take on challenges in a changing business environment.

Initiatives relating to human asset cultivation

With the aim of cultivating self-directed human assets, we systematically implement grade-specific training and purpose-specific training, so as to stimulate employees' motivation, help them develop their careers, and enhance their knowledge and capabilities.



Fair evaluation and treatment system

Evaluation is implemented in accordance with employees' employment management category. We make effective use of evaluation results when deciding on the treatment of employees in terms of roles, salaries, etc., and in the cultivation of

self-directed personnel. Depending on the position, performance is evaluated from multiple perspectives, including goal achievement, outcome-generating behaviors, job performance capabilities, and team contribution. In addition, we have introduced an internal recruitment system to give motivated employees opportunities for new challenges, assign talent to appropriate roles, and invigorate the organization.

Certified as a Hataraku Yell 2025 Employee Benefits Promotion Corporation

Recognized for our efforts to enhance employee welfare, we were certified as a "Hataraku Yell 2025 Employee Benefits Promotion Corporation" by the Employee Benefit Award and Certification System Executive Committee.



Diversification of recruitment activities

We are implementing a hybrid recruitment approach, combining both online and offline methods for new graduate hiring. To increase student engagement, we hosted regular joint information sessions in person and online, produced and promoted job-type introduction videos, and actively organized face-to-face internships and tours of our headquarters and factories. These efforts enhanced applicants' understanding and interest in our company, resulting in an increased number of applicants and a reduced job offer rejection rate.



Our internship program

Social Contribution Activities in Japan

Social Contribution Activity Policy

Based on our corporate philosophy "We act to live in harmony with the Earth," we aim to create value by linking our business activities with those aimed at resolving social issues. We will proactively implement social contribution activities, focusing on areas closely related to our business and the global regions and communities in which we operate.

Social contribution in fields closely related to our business

Education CSR

By promoting accurate knowledge of sanitary pests, we help local communities protect themselves from insect-borne diseases and prevent the spread of infections. We support the advancement of science and human resource development by providing over 100 species of insects, raised in the Research Laboratories, as educational materials for research institutions and school educational programs.

Each year, we supply a significant number of breeding insects to university laboratories, as well as high school and junior high school biology clubs, where they are used in research, experiments, and classroom instruction. In recent years, we have also introduced online classes and tours of our insect breeding facilities.

Providing insects	27 institutions	19,357 insects
Lectures/classes	18 institutions	29 times (total of 769 people)

(2024 Fiscal Year)

Environmental initiatives in cooperation with local communities

Comprehensive collaboration agreements with local governments

To advance the SDGs by 2030, our company signed a partnership agreement with Chiyoda City in 2020 to support local governments by providing technologies to combat insect-borne infectious diseases and promote oral hygiene. In 2024, we expanded this initiative by concluding agreements with Kobe City in Hyogo Prefecture and Fukuoka Prefecture, bringing the total number of participating municipalities to 19 nationwide.

The Earth Mondahmin Cup

The Earth Mondahmin Cup, part of the Japan Women's Professional Golf Tour and held annually since 2012, is operated with the cooperation of dedicated volunteers.

Special sponsorship of the children's performance "Kokoro no Gekijo (Theater of Hearts)"

We are a special sponsor of the social contribution project "Kokoro no Gekijo (Theater of Hearts)," organized by the Butaigeijutsu Center and the Shiki Theatre Company.

Support for the Japan Cycling Federation

We believe that cycling competitions, which can be enjoyed by people of all ages, contribute to the healthy physical and mental development of individuals. Based on this belief, we support the Japan Cycling Federation, a public interest incorporated foundation that represents the cycling community in Japan.



Social Contribution Activities Overseas

Initiatives to eliminate dengue fever in Thailand

Earth (Thailand) Co., Ltd. is engaged in social contribution activities as Earth CSR Project under the slogan of "Achieving safe and comfortable lives for people around the world as a total care company for infectious diseases." The company focuses on the elimination of dengue fever as its main activity, conducting sampling of insect control products and distributing educational leaflets on dengue fever prevention to spread the fear of infection and the importance of prevention. In addition to the sampling at hospitals, schools, blood donation centers, etc., dengue fever prevention workshops are held in schools.

Supporting the improvement of living conditions for children in Southeast Asia

We support children in Southeast Asia, where we operate, through the child sponsorship program of the international NGO World Vision Japan. This initiative aims to improve water sanitation, healthcare, nutrition, educational access, and livelihoods, creating a supportive environment for the healthy development of children. Since 2016, we have supported communities in Myanmar, Cambodia, and Vietnam where these children reside.

VOICE Our mission is to "create an environment free from mosquito bites" to protect human lives

The Global Management Headquarters is dedicated to creating environments where people are protected from mosquito bites, with the goal of preventing mosquito-borne infectious diseases such as dengue fever and malaria. In many East Asian and ASEAN countries, distribution infrastructure is not as developed as in Japan. However, by clearly communicating the functions and proper usage of our products, we aim to broaden the range of choices available to consumers. By enabling people to select the right products suited to their specific circumstances, we can reduce the number of individuals at risk. We believe this represents a meaningful social contribution and reflects the unique value our company can offer internationally.

We are cultivating partnerships with retailers who share our vision, under the guiding principle: "Let's work together to create an environment free from mosquito bites." Product development is only possible when there is a shared understanding of the goals to be achieved and the aspirations that drive them. We are committed to raising awareness and encouraging engagement by involving a broad spectrum of stakeholders.



Kentaro Sato
Managing Executive Officer
Global Management Headquarters
General Manager

Governance

Corporate Governance

Basic approach

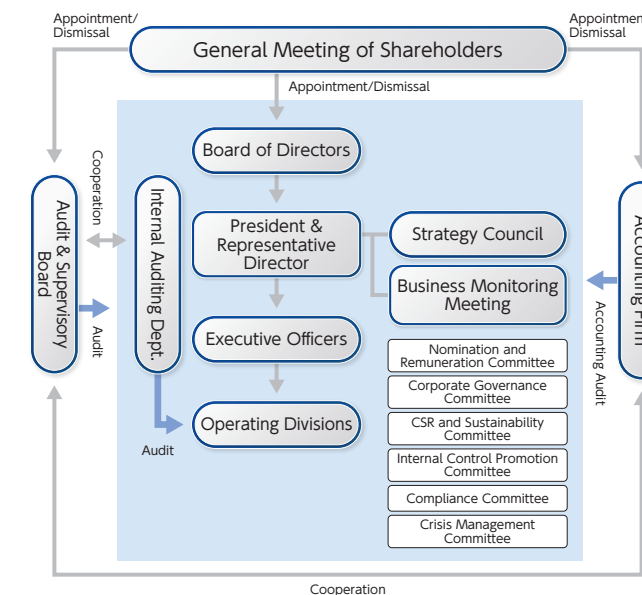
By acting on our corporate philosophy "We act to live in harmony with the Earth," we aim to earn the trust of stakeholders as a valuable company. To this end, we work to create and revitalize markets by providing products and services that deliver value to customers while ensuring prompt management decision-making, effective monitoring and supervision of business execution, thorough compliance, and timely and appropriate information disclosure.

Corporate governance structure overview

We strive to strengthen our monitoring and oversight system by making prompt and appropriate management decisions through the Board of Directors and the Strategy Council, which is convened by the Representative Director and consists of executive officers appointed by the President. In addition, our company's outside directors and auditors provide appropriate advice and opinions from a third-party perspective at important meetings such as the Board of Directors meetings. Also, we adopt an executive officer system to clarify roles and responsibilities in management and speed up business execution.

We have appointed four independent outside directors, accounting for more than one-third of the total board members. These independent outside directors offer valuable insights based on their broad expertise and experience, contributing to the

enhancement of corporate value over the medium to long term. They also play a key role in supervising major decision-making processes and managing conflicts of interest. In addition, the effectiveness of corporate governance is fully ensured through cooperation between the Audit & Supervisory Board, the Internal Auditing Department, and accounting auditors.



Compliance and Risk Management

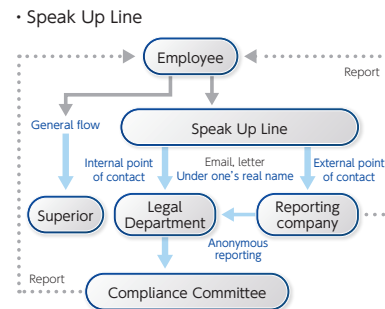
Compliance system

In order to maintain high ethical standards and comply with all applicable laws and regulations, we distribute booklets that outline the expected behavior of all company members—"Earth Corporation Conduct Guidelines" and "Explanation of Guidelines"—to all executives and employees (including contract, temporary and part-time employees).

Whistleblowing system

Our company has set up a "Speak Up Line" at two internal whistleblowing contact points, one inside the company and one outside, where business-related queries and possible rule violations can be reported to the Compliance Committee.

Anonymous reports can be made to an external hotline. This service is also available to those who have retired within the last year. In addition, we will protect anyone who makes an inquiry or report from receiving any adverse treatment within the company.



Anti-harassment measures

We do not tolerate any form of harassment, such as power harassment, sexual harassment, and harassment related to gender, pregnancy, childcare leave, nursing care leave, etc. We have stipulated this in our work regulations and conduct anti-harassment training for all employees. In 2024, we invited external lecturers to teach us not only specialized knowledge but also the mechanisms by which harassment occurs and how to deal with it if it does occur. We have also set up a "Harassment and Human Relations Hotline" and an "in-house consultation desk staffed by occupational health nurses" in our efforts to create a harassment-free, comfortable workplace.

Risk management

In our sustainability management, we recognize various risks surrounding our business from an ESG perspective. We recognize the importance of risk management from the perspective of preventing risks before they occur, responding appropriately to crises, and creating business opportunities from risks, and we will work to further strengthen our management foundation.

Information security policy

As a company that bears social responsibility, we meet information security requirements by implementing an Information Security Management System (ISMS), which constitutes our internal control and crisis management system for information assets (ISO 27001 certified).

• Editorial Policy

Earth Corporation has published a CSR Report annually since 2018. The report has been renamed the "Sustainability Report" and published since 2022. "Sustainability Report 2025" is a digest report on sustainability information for a wide range of stakeholders. More detailed information is available on our website, so please take a look at it as well.

• Period covered

January to December 2024

Some parts include information about the activities carried out in FY2025.

• Date of publication

August 2025 (next issue scheduled for August 2026)

• Scope of coverage

Earth Corporation (Information on its Group companies is also included.)

• Supplemental information

The term "employees" refer to all employees, including managers, general employees and part-time employees.

• Department responsible for publishing this report

CSR and Sustainability Promotion Department



Editor's Postscript

In place of its previous "CSR Report," Earth Corporation has published a Sustainability Report since 2022. Our Sustainability Report is targeted at a diverse range of stakeholders, and you are advised to read it in conjunction with the sustainability section of our website.

We still have a way to go, but we would like to make this report one that reflects employees' dedicated efforts to enhance corporate value while enhancing internal communication and dialogue within the company via various channels, such as our website and reports. We appreciate your honest opinions and thoughts.

Thank you to everyone who was involved in creating this report and to everyone who read it until the end.