

Code of Conduct for Business Partners

Based on our corporate philosophy—“We act to live in harmony with the Earth” —our goal is to contribute to realizing a sustainable society through our business. To achieve this, in May 2021 we signed to the United Nations Global Compact, put forward by the United Nations, to increase the visibility of our sustainability promotion activities based on international standards. We believe we can only advance these efforts through the positive partnerships we have with our suppliers and stakeholders. We will thus work to continually enhance our corporate value and build a sustainable society, while valuing our day-to-day exchanges of information with these partners. We would like to promote these efforts as we share our values with all of you, and we ask that you understand the importance of our sustainable procurement guidelines and give each item your full consideration. We further ask for your understanding of and cooperation with our corporate responsibilities, including the Earth Group Global Code of Conduct ; our Procurement Code of Conduct and Earth Corporation’s Sustainable Procurement Guidelines ; the Earth Group’s Human Rights Policy ; our Privacy Policy ; our Basic Environmental Strategy ; our Security Policy ; R&D Basic Policy ; Quality Assurance Basic Policy ; and others.

Earth Corporation is committed to responsible procurement as we build partnerships based on trust with our suppliers and their subcontractors. We therefore ask that our suppliers cooperate in complying with the following items, ensure they are communicated internally, and encourage your subcontractors do the same.

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
3. Prohibition of discrimination based on race, nationality, gender, sexual orientation, age, ancestry, religion, ethnicity, immigration, or disability in hiring and job offers
4. Ensuring a comfortable workplace environment for employees and consideration for their health
5. Respect for employee human rights, and prohibition of forced labor and long working hours that impose physical or mental restraints
6. Prohibition of words and actions that infringe on human rights, including sexual harassment and power harassment
7. Compliance with wage laws and regulations in each country and region regarding minimum wages, overtime, and premium wages

8. Compliance with laws and regulations regarding occupational safety and health
9. Elimination of the use of conflict minerals and raw materials that may cause social problems involving human rights, the environment and others
10. Respect for freedom of association and the right to collective bargaining

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
3. Engagement in efforts to reduce greenhouse gas emissions and address climate change
4. Engagement in efforts to control chemical substances, reduce and properly dispose of waste, and prevent pollution
5. Promotion of reduced consumption and efficient use of resources such as water and energy for recycling
6. Promotion of comprehensive conservation efforts in consideration of biodiversity and the impact of business activities on ecosystems
7. When conducting animal experiments, ensuring: the minimization of suffering; improvements in procedures; reduction in the number of animals used; efforts to develop alternative methods that do not use animals; and compliance with relevant laws and regulations regarding animal welfare and related issues

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
3. Cooperation with and maintaining of a business continuity plan intended to reduce risks in the event of natural disaster, pandemic, or other events

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
3. Prohibition of excessive or inappropriate gifts and entertainment to ensure comprehensive anti-corruption measures
4. Prohibition of abuse of a superior bargaining position and acts involving restrictive

competition

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
3. Measures to prevent infringement of intellectual property rights

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
3. Propose new technologies and new materials that lead to reduced environmental impact and environmental risk
4. Propose innovations that turn the various risks associated with climate change and other changes in the external environment into opportunities

Enacted January 1, 2024