

Daiichi Jitsugyo Group Supplier Code of Conduct

Supplier Action Guidelines

Established February 2026

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 **Introduction**

The Daiichi Jitsugyo Group, guided by its management philosophy "Connecting People, Connecting Technology, Enriching the World," aims to achieve both sustainable corporate growth and contribution to society. We do this by flexibly responding to changes in society and the environment, and by meeting societal demands, including compliance.

We recognize that building a sustainable supply chain is a critical challenge for achieving this goal, and we believe the cooperation of our business partners is essential. Therefore, we have compiled the matters we wish our partners to address together with our group into these Supplier Guidelines.

We ask our business partners to understand the contents of these guidelines and to actively engage in these efforts.

1. Maintaining Ethical Standards and Complying with Laws and

Regulations

(1) Maintaining Ethical Standards

We maintain high ethical standards and act with common sense and responsibility.

(2) Thorough Compliance

- ① We recognize that compliance with laws and regulations is fundamental to our business operations and will adhere to the laws and regulations of each country and region.
- ② We establish reporting systems for violations of laws and regulations or other compliance issues, conduct prompt investigations while strictly protecting the confidentiality of whistleblowers, and safeguard the privacy of whistleblowers and those cooperating in investigations, ensuring they face no adverse treatment.

2. Respect for Human Rights

(1) Respect for Human Rights

- ① We respect human rights and uphold the dignity of every individual under all circumstances.
- ② We comply with the laws and regulations of each country and region concerning human rights, as well as international norms.
- ③ We recognize the impact our business activities have on human rights. We will not engage in any collaboration, including transactions or partnerships, with companies or organizations that violate human rights or contribute to such violations.

(2) Prohibition of Forced Labor, Child Labor, and Human Trafficking

We do not tolerate forced labor, child labor, or human trafficking under any circumstances. We also do not permit these practices within our supply chain.

(3) Prohibition of Discrimination

We will not discriminate on the basis of gender, race, birth, nationality, religion, ideology, age, physical disability, or any other personal characteristic under any circumstances.

(4) Prohibition of Harassment

We do not tolerate any form of harassment, including power harassment and sexual harassment.

(5) Indigenous and Local Community Rights

We respect the rights and cultures of indigenous peoples and local communities in accordance with the laws and regulations of each country and region, as well as international agreements, and prevent violations of their rights.

3. Environmental Responsibility

(1) Protection of the Global Environment and Pollution Prevention

We contribute to solving environmental issues, including global warming, while working to reduce and properly manage hazardous waste and pollutants, striving to prevent pollution of the atmosphere, water, oceans, and soil.

(2) Climate Change Initiatives

We will actively promote initiatives to mitigate the impacts of climate change in our business activities, such as reducing greenhouse gas emissions and improving energy efficiency, with the goal of realizing a decarbonized society.

(3) Effective Use of Resources

To effectively utilize limited resources such as forests and water, we will actively implement resource conservation, waste reduction, water usage reduction, and recycling through our environmental management system, striving to provide sustainable products and services.

(4) Biodiversity Conservation

Recognizing that our business activities impact biodiversity, we will promote activities that consider biodiversity.

(5) Compliance with Environmental Laws and Regulations

We comply with all environmental laws, regulations, and agreements of each country and region, including those concerning chemical substances, in conducting our business activities. We also require all parties in our supply chain to protect the environment.

4. Occupational Safety and Health

(1) Fair Employment, Labor, and Treatment

- ① We comply with occupational safety and health laws and regulations in each country and region, and establish a worker-friendly workplace environment that prioritizes health and safety.
- ② We strive to establish and appropriately operate fair personnel and treatment systems.
- ③ To respect and enforce the principle of equal treatment, we will not discriminate in any way regarding wages, working hours, or other working conditions based on nationality, beliefs, social status, or other factors, in accordance with the employment and labor laws of each country and region.
- ④ Regarding working hours, we will not only comply with the laws and regulations of each country and region but also strive to reduce excessive overtime.
- ⑤ Regarding wages, we will strive to pay not only the statutory minimum wage but also a living wage that exceeds the minimum wage.
- ⑥ By respecting freedom of association and the right to collective bargaining in accordance with the laws and regulations of each country and region, we aim to realize a fairer working environment, achieving both the well-being of our employees and the sustainable growth of

the company.

5. Safety and Quality

(1) Ensuring Safety and Quality

We comply with the laws and regulations of each country and region regarding the safety and quality of our products and services, and provide products and services that meet our own quality standards and customer requirements.

(2) Providing Safety and Quality Information

We will appropriately provide necessary information regarding the safety and quality of our products and services.

(3) Business Continuity

We establish operational systems, such as business continuity plans (BCPs), to prepare for disruptions in the provision of products and services caused by threats such as large-scale natural disasters.

6. Fair Business Practices

(1) Fair and Free Transactions

We comply with laws and regulations concerning the prohibition of monopolies and fair and free competition and transactions applicable in each country and region where we conduct business activities. We also refrain from engaging in any conduct suspected of constituting such violations.

(2) Compliance with Import/Export Laws and Regulations

- ① We comply with the relevant laws and regulations of each country and region when importing or exporting products and services.
- ② We will strictly verify the possibility of weapons diversion or exports to restricted regions and follow proper procedures to ensure we do not export products, parts, materials, or information that could undermine international peace and security.

(3) Responsible Procurement

- ① Recognizing that our business activities are built upon the cooperation of many companies and individuals throughout the supply chain, we will thoroughly implement honest and fair transactions and engage in responsible procurement.
- ② We will procure materials with consideration for the use of raw materials that may cause social issues such as human rights and environmental concerns, including conflict minerals, timber, and paper products, and strive to ensure the traceability of the raw materials used.

(4) Prohibition of Personal Conflicts of Interest

We will not abuse our position or authority, or act contrary to our duties, to seek personal gain or harm the company's interests.

(5) Prohibition of Insider Trading

We understand the purpose of insider trading regulations and comply with relevant laws and regulations in each country and region, as well as internal company rules, regarding the handling of important information. We will not trade stocks or other securities if we become aware of important facts about our company or other companies that have not been made public.

(6) Prevention of Bribery and Corruption

- ① We will not engage in any acts that violate the laws and regulations of any country or region, such as offering bribes, gifts, or entertainment to public officials or persons equivalent to public officials, whether domestically or internationally.
- ② We will not provide excessive gifts or entertainment to business partners.

(7) Prohibition of Involvement in Organized Crime

We will not engage in organized crime such as terrorist acts, drug trafficking, or money laundering.

7. Information Security

(1) Respect and Utilization of Intellectual Property

- ① We correctly understand the value of our own intellectual property, protect rights to inventions, designs, and other creations arising from our business activities, promptly secure rights to them, and utilize them appropriately.
- ② We respect the intellectual property owned by third parties and prevent infringement of rights in advance in the research, development, and sale of products and technologies.

(2) Defense Against Cyber Attacks

- ① We strictly manage access to information systems containing confidential and personal information. We handle information in accordance with internal regulations to protect against unauthorized intrusion, tampering, leakage, loss, destruction, and denial of service.
- ② We implement countermeasures against threats on computer networks, such as cyber attacks, to minimize damage.
- ③ We continuously review countermeasures and systems for responding to information security incidents.

(3) Management of Confidential Information

- ① We strictly manage confidential information and prevent its disclosure to third parties. Furthermore, we do not use confidential information for purposes other than business operations. Additionally, confidential information disclosed by third parties is treated with the same level of confidentiality as the company's own confidential information.

- ② We will not disclose or leak this information without following the prescribed procedures, and we will not permit its use for purposes other than its original intent or its viewing by unauthorized parties.

(4) Protection of Personal Information

Personal information held by the company is strictly managed and not used for any purpose other than its original intent. Furthermore, it will not be disclosed externally without the consent of the individual, unless there is a legitimate reason permitted by the laws and regulations of each country or region.

8. Contribution to Community Participation and Development

(1) Respect for Local Culture

We conduct business activities with respect for local cultures and customs, and contribute to the development of local communities through our business.

9. Information Disclosure

(1) Appropriate Information Disclosure

We will disclose company information required by society in a timely and accurate manner in accordance with the relevant laws and regulations of each country and region, thereby enhancing the transparency of our business activities.

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