

## **Nextage Group Supply Chain Policy**

The Nextage group complies laws and regulations for safe and secure products and services to customers, we build fair and transparent relationships with our suppliers in accordance with our "Code of Corporate Ethics". We put effort in constructing relationships with our supplier for mutual development with sustainable supply chain.

The Group has established "Supply Chain Code of Conduct" as following for above. This code of conduct contains what the comprising members of our supply chains should respect, observe, and encourage to support around the area of compliance of laws and regulations, respect of human rights, and environmental conservation efforts. We appreciate the cooperation and understanding of whom our business partners are applicable to this code of conduct.

### **Supply Chain Code of Conduct**

#### **【Compliance】**

##### Compliance with laws etc.

Complying with applicable national and regional laws, rules, etc., also, we respect international codes of conduct.

##### Prohibition of corruption and bribery

Not engaging in any corrupt acts that abuse our own or a third party's authority or position in the course of our duties, including bribery, embezzlement, insider trading, extortion of benefits, and improper bidding. This includes complicity.

##### Protection of personal information

Be respectful and protect the privacy. In handling personal information, comply with all relevant laws and regulations.

##### Protection of information assets

Always protect information assets and prevent information leakage, falsification, theft, etc. All relevant personals and corporates shall comply relevant laws and regulations more by which shall strive to securely manage information.

## **【Human Rights】**

### Respect to the international human rights standards

To understand and respect the human rights set out in the “International Bill of Human Rights” and the “International Labor Organization's (ILO) Declaration on Fundamental Principles and Rights at Work” as a minimum. And also to respect human rights based on the United Nations “Guiding Principles on Business and Human Rights”. Where there is a conflict between internationally recognized human rights and the laws and regulations of the country or region, to seek ways to respect internationally recognized human rights principles while complying with national and regional laws and regulations.

### Prohibition of forced labor, human traffic, and child labor

Do not acknowledge any force labor including human traffic. Do not allow child labor, thus always observe the minimum labor age stated in law.

### Working Hours and Wages

Appropriately manage employees' working hours, wages, day offs and holidays in accordance with applicable laws and regulations in the countries and regions where we conduct business activities, and do not allow overwork. Also, guarantee a minimum wage.

### Prohibition of discriminations and harassments

Not only showing respect to diversities, but also, they are required to prohibit any discrimination based on race, ethnical subject, birth, nationality, religion, gender, sexuality, sexual orientation, age, and disability. Overall, anyone in our supply chains must not acknowledge any form of harassment.

### Occupational safety and health

In accordance with the laws and regulations applicable in the countries and regions where they do businesses, it is required to aim to protect the safety and health of their employees and create a workplace that is comfortable to work in, both physically and mentally.

### Respect for freedom of association and the right to collective bargaining

To engage in constructive dialogue between labor and management and to respect the freedom of association and the right to collective bargaining.

## 【Conservation of the Environment】

### Compliance with environmental laws and regulations

In accordance with the laws and regulations applicable in the countries and regions where they do businesses, they ought to comply with the international norms and agreements.

### Promoting decarbonization

To work on the effort to reduce greenhouse gas emissions, including reducing energy use, for alleviation of the impact of climate change to the natural environment and economic activities. Also, strive to mitigate and adapt to climate change by promoting activities that contribute to the transition to a decarbonized society and reducing the negative impacts of climate change.

### Realization of the circular economy

To make effective use of limited resources and reduce environmental impact. In addition, to waste reduction and recycling.

### Coexistence with nature

Be enthusiastic with the use of wooden materials that are environmentally friendly for prevention of deforestation. Any one in our supply chains are subject to reduce and efficient use of water resources to conserve and reduce the amount of water usage. Furthermore, to strive to protect biodiversity with environment conservation manners.