

The DKS Group “Basic Sustainability Promotion Policy”

1. Basic Policy

The DKS Group takes on material sustainability challenges by following the company credo “Contribute to the nation and society through industry” and the idea that “Chemistry provides a solution” to contribute to a sustainable society by protecting the environment and people’s lifestyles and enhancing safety and comfort.

We remain trusted by society by building trust with our stakeholders through active dialogue and pursuing sustainable growth and higher corporate value.

2. Addressing material challenges and promoting efforts throughout the value chain

To understand how our business activities impact the environment and society and contribute to a sustainable society, we tackle the following material challenges throughout the value chain:

(1) Environment

Viewing the preservation of the global environment as a material management challenge, we continue striving to mitigate and adapt to climate change (reduce GHG emissions), promote recycling (water resources, waste), prevent pollution, and preserve biological diversity while striving to reduce environmental impacts throughout product life cycles.

(2) Human rights and labor

We conduct human rights due diligence based on international human rights norms. We respect the human rights of all individuals by prohibiting child and forced labor, eliminating discrimination, respecting freedom of association and collective bargaining rights, and ensuring occupational health and safety.

(3) Corporate ethics

We comply with the laws and regulations of each country and region, as well as international norms, and maintain high ethical standards and integrity in our business activities. We prevent all forms of corruption, including bribery, and ensure fair transactions while striving to appropriately manage confidential information.

(4) Sustainable procurement

We ensure that our business partners have a thorough understanding of our sustainability initiatives, and we procure supplies in a responsible manner with consideration given to the environment, human rights, and ethics. We work closely with the entire supply chain to build a sustainable value chain.

3. Promotional framework and employee education

Based on this policy, we develop promotional frameworks and conduct continuous training and educational activities on material challenges so that every employee can

actively practice sustainability.

This policy was approved at the Board of Directors Meeting in December 2025.

December 24, 2025
President & CEO YAMAJI Naoki
DKS Co. Ltd.