

DKS Group Basic Sustainable Procurement Policy

The DKS Group has established the Sustainable Procurement Basic Policy as a code of conduct to be observed when procuring products and services. We aim to realize a sustainable society by promoting activities based on this Policy throughout the entire supply chain.

1. Fair and Equitable Procurement

- (1) We conduct business activities in compliance with laws, regulations, and social norms.
- (2) We comply with domestic and international competition laws and do not engage in acts that impede fair and free competition.
- (3) We do not cause disadvantage to business partners or others by abusing our superior bargaining position.
- (4) We work to prevent corruption in all its forms (bribery, extortion, etc.).
- (5) We have no association with anti-social forces.
- (6) We respect intellectual property rights and take measures to prevent unauthorized infringement.
- (7) We have established whistleblowing contact points accessible from both inside and outside the company. We ensure the protection of whistleblowers and conduct fair investigations.

2. Environmental Preservation

- (1) We promote efficiency in energy use and aim to reduce energy consumption.
- (2) We promote the reduction of greenhouse gas (GHG) emissions and work to mitigate the impacts of climate change.
- (3) We promote the efficient use of water resources and work to reduce water usage.
- (4) We promote efforts to minimize our impact on biodiversity.
- (5) We properly manage and dispose of chemical substances in accordance with laws and regulations.
- (6) We promote the reduction of pollutants. We reduce the use of harmful chemical substances that cause environmental problems and promote the procurement of safe and clean products.
- (7) We promote the reduction of waste and encourage the use of recyclable materials.
- (8) We promote efficient resource usage. We actively use renewable and recyclable resources to enhance the efficiency of resource usage.

3. Respect for Human Rights

- (1) We respect human rights and prohibit inhumane treatment.
- (2) We strictly prohibit child labor and forced labor.

- (3) We prohibit discrimination based on race, gender, religion, nationality, disability, sexual orientation, etc.
- (4) We respect employees' freedom of association and support the right to collective bargaining.
- (5) We ensure appropriate management of working hours. We comply with the working hours stipulated by relevant laws and regulations and strive to reduce overtime and excessive working hours.
- (6) We pay appropriate wages. We comply with minimum wage levels stipulated by relevant laws and regulations and aim to pay wages that exceed the minimum wage.
- (7) We provide a workplace environment that places the highest priority on the health and safety of employees. We implement appropriate safety measures and strictly enforce measures to mitigate health risks so that workers do not work in dangerous environments.
- (8) We promote responsible mineral procurement regarding conflict minerals.

4. Information Security

- (1) We strictly prevent the leakage of confidential information obtained through business activities.
- (2) We appropriately manage and protect the personal information of all stakeholders, including employees and business partners, in compliance with relevant laws and regulations.
- (3) We strive to strengthen cybersecurity and implement appropriate technical and organizational measures to ensure data safety.

This Policy was approved by the Board of Directors in March 2025.

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