

# Sumitomo Riko Group Corporate Action Charter

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Based on the Sumitomo Spirit, which proclaims "Banji-nissei," "Shinyo-kakujitu," and "Fusu-furi," and in accordance with its "Management Philosophy," the Sumitomo Riko Group aims to be a Global Excellent Manufacturing Company, and pursues "creation of social value" by improving corporate value and public value through high ethical standards and autonomous, responsible behavior.

To contribute to realizing the sustainable development of society in harmony with people and the Earth, we act in line with the following 10 principles.

(Commitment to Customers and Realizing a Sustainable Society)

1. We shall develop and provide socially beneficial and safe products and services through innovation that provide satisfaction to customers and earn their confidence. We shall contribute to sustainable economic growth and the resolution of social issues through such business activities.

(Fair Business Practices)

2. We shall engage in fair, transparent, and free competition, as well as appropriate and responsible transactions. Based on our declaration of partnership building, we shall strive for coexistence and mutual prosperity throughout the supply chain. We shall also comply with laws and regulations, and maintain healthy and proper relationships with political and administrative bodies.

(Dialogue with Stakeholders, Information Disclosure, and Information Management)

3. We shall proactively, effectively, and fairly disclose corporate information, engage in constructive communication with a wide range of stakeholders, and strive to "create social value" by improving our corporate value and public value. We will also thoroughly protect and manage all types of information, including personal and customer information.

(Respect for Human Rights)

4. We shall conduct business that respects the human rights of all persons.

(Creating a Rewarding Workplace)

5. We shall enhance the capabilities of our employees and realize a work style that respects diversity, personality, and individuality. We shall also create a comfortable working environment that takes health and safety into consideration.

(Global Environment)

6. Recognizing that global environmental issues pose challenges to all humankind, and that it is an integral part of our existence and activities, we shall proactively tackle these issues.

(Social Contribution)

7. We shall actively engage in community involvement activities and contribute to community development as a good corporate citizen.

(Respect for International Norms of Behavior and Good Relations with the Community)

8. In line with the globalization of business activities, we shall comply with laws and regulations of the countries and regions where our business operations are based and respect human rights and other international norms of behavior. We shall also conduct business by taking into consideration the local culture and customs as well as the interests of stakeholders, and contribute toward the development of the local economy and society.

(Risk Management and Crisis Management)

9. We shall assess risks that may arise in the future and develop measures to prevent their materialization, and if they do materialize, we shall endeavor to minimize the damage.

We shall conduct thorough and organized crisis management in the face of actions caused by natural disasters, cyber attacks, terrorism, antisocial forces and other crises that pose a threat to civil society and corporate activity.

(Initiative of Top Management and Implementation of this Charter)

10. Top management shall manage their business with the understanding that it is their role to realize the spirit of this Charter, establish effective governance, and ensure that it is thoroughly disseminated within the company and throughout the Group, and shall encourage their supply chain to act in accordance with the spirit of this Charter. They shall also constantly listen to voices both inside and outside the company, establish internal systems, and promote sustainability management.

If an incident occurs that violates the spirit of this Charter and causes us to lose the trust of society, top management shall take the lead in resolving the problem, identifying the cause, and working to prevent recurrence, thereby fulfilling their responsibilities.