

Hosiden Group Code of Conduct for CSR (Corporate Social Responsibility)

All members of the management and employees of the Hosiden Group (Hosiden Corporation and its affiliated companies) will comply with relevant laws and regulations and the following Code of Conduct, as well as its primary social responsibility as a manufacturer, namely, manufacturing and supplying products that are needed by customers and society, thereby ensuring the soundness of its business operations.

1. Fair trade and business ethics

All members of the management and employees will comply with the following and thereby conduct business activities in a fair and ethical manner.

- 1) Prohibition of corrupt behavior, extortion, or embezzlement in the course of business
- 2) Disclosure of information concerning business activities to stakeholders
- 3) Prohibition of offering and/or receiving inappropriate benefits
- 4) Prohibition of unfair and/or anti-competitive practices
- 5) Prevention and early detection of misconduct in the course of business
- 6) Contributions to society and community
- 7) Respect for intellectual property rights
- 8) Approach to the Policy on Responsible Mineral Procurement

2. Human rights and labor conditions

All members of the management and employees will comply with the following and thereby mutually respect each person's human rights and the labor-related rights of the individual.

- 1) Prohibition of compulsory labor and guarantee of the freedom to leave a job
- 2) Prohibition of child labor
- 3) Prohibition of discrimination in employment and treatment of employees
- 4) Prohibition of discrimination based on race, age, ethnicity, nationality, religion, gender, sexual orientation, disability, or any other status, as well as any inhumane acts such as abuse or harassment
- 5) Guarantee of minimum wage and allowances as stipulated by law
- 6) Compliance with the principle of equal pay for equal work
- 7) Observance of working hours as stipulated by law
- 8) Respect for employees' freedom of association, the right to organize, and the right to collective bargaining

3. Occupational health and safety

All members of the management and employees will comply with the following and thereby provide and maintain safe and healthy working environments.

- 1) Provision and maintenance of safe machinery
- 2) Sanitary management of hazardous and/or dangerous substances
- 3) Conduct of safety measures at the workplace
- 4) Preparation for and response to emergencies and disasters
- 5) Prevention of work-related accidents and/or illness
- 6) Consideration of operations that are physically taxing
- 7) Provision of clean and safe canteens, dormitories, restrooms, etc.

4. Environmental protection

All members of the management and employees will comply with the following and thereby minimize any negative impact that our business activities might have on the environment.

- 1) Control of any hazardous substances (substances impacting the environment and subject to control) contained in our products
- 2) Control of chemical and other substances that might pollute the environment
- 3) Minimization of the impact of discharges (effluent, emissions, etc.) on the environment
- 4) Control and reduction of waste
- 5) Prevention of air pollution
- 6) Compliance with legal obligations to obtain official permissions and file reports on environmental issues
- 7) Efficient use of resources and energy

5. Establishment of a CSR management system and its introduction to outsourcing partners

- 1) Each Hosiden Group company will establish a CSR management system that is accountable to both its customers and society in general and that conforms to generally accepted standards in the industry.
- 2) Codes and regulations stipulated by Hosiden Corporation shall apply to affiliated companies if they do not establish their own.
- 3) Hosiden Corporation and its affiliated companies shall communicate this Code of Conduct to their primary outsourcing partners and demand their compliance.

Note: 1. Please see "Supplementary Comments on Hosiden Group Code of Conduct for CSR" (attached) for the explanations and expectations of each provision.

2. We are a regular member of the Japan Electronics and Information Technology Industries Association (JEITA) and adhere to the Responsible Business Conduct Guidelines of the JEITA. This Code of Conduct has been developed based on these guidelines.

(Management's Declaration on Corporate Social Responsibility)

We hereby declare that the Hosiden Corporation and its affiliated companies will conduct business activities in accordance with the Hosiden Group Code of Conduct for CSR as stated above with a view towards continuously gaining the confidence of society and the customers we serve.

Feb. 3, 2026

Handwritten signature in Japanese characters: 高橋 健士.

Kenji Furuhashi

President

Hosiden Corporation