

Hankyu Hanshin Holdings Group Supply Chain Policy

Effective April 1, 2024

The Hankyu Hanshin Holdings Group affirms its commitment to contributing to the creation of a sustainable society in the Hankyu Hanshin Holdings Group Sustainability Declaration, which sets out six priority issues to be targeted in a concerted effort involving the entire Group. The priority issues set out in the Declaration are: (1) Safe, reliable infrastructure; (2) Thriving communities; (3) Life designs for tomorrow; (4) Empowering individuals; (5) Environmental protection; and (6) Robust governance. In working on these issues for the realization of a sustainable society, we deem it important to promote sustainability across the supply chain, which means building trust and strong partnerships with our suppliers.

The Hankyu Hanshin Holdings Group Supply Chain Policy provides details about what the Group aims to do in cooperation with its suppliers for the realization of a sustainable society.

1. General

- (1) Compliance with laws, regulations and others, and socially responsible activities
 - We shall comply with the laws, regulations and others of the countries and regions in which we operate and shall conduct business activities in a socially responsible manner and based on a full understanding of local social and business norms.
- (2) Establishment of a whistleblower system and whistleblower protections
 - We shall work to establish a whistleblower system to receive reports about breaches of laws, regulations or ethical standards, maintain strict confidentiality regarding personal information related to such reports, and prevent retaliation against whistleblowers.

2. Ensuring Safety and Improving Quality

- (1) Ensuring and improving product & service safety and quality
 - We shall comply with safety- and quality-related laws, regulations, standards, criteria and others to ensure the safety and quality of our products and services, and shall strive for further improvement to provide them with even greater reliability.
- (2) Appropriate provision of information
 - We shall provide customers and others with information about our products and services in an appropriate manner and shall promptly inform them of any important changes made to our products and services and any problems caused to them.

3. Community Involvement

- We shall proactively communicate with local stakeholders in the regions in which we operate and shall conduct business and social contribution activities aimed helping to solve social issues, thereby contributing to the development of local communities.

4. Respect for Human Rights and Consideration for the Working Environment

- (1) Respect for human rights
 - We shall comply with human rights-related laws and regulations, support human rights-related international

standards, and respect all human rights in our business activities.

(2) Non-discrimination

- In our business activities including employment, we shall avoid engaging in any form of discrimination based on birth, race, nationality, religion, belief, gender, sexual orientation, sexual identity, age, disability or others.

(3) Non-harassment

- We shall not tolerate any form of harassment, whether physical or psychological.

(4) Freedom of association and the right to collective bargaining

- We shall respect workers' freedom of association and right to collective bargaining and shall work to establish good labor-management relations through dialogue and discussion.

(5) Prohibition of forced labor and child labor

- We shall not tolerate forced labor or child labor and shall appropriately manage employment in line with international norms, laws and regulations.

(6) Appropriate management of working hours

- Based on laws, regulations and others, we shall appropriately manage working hours and work to prevent excessive hours.

(7) Payment of fair wages

- We shall comply with minimum wage standards and pay fair wages in accordance with laws, regulations and others.

(8) Consideration for health and safety

- In consideration of workers' health and safety, we shall work to prevent accidents and disasters.

5. Consideration for the Environment

(1) Response to climate change

- To mitigate the impacts of climate change, we shall work to make more efficient use of energy and foster the use of renewable energy, thereby reducing greenhouse gas emissions.

(2) Biodiversity protection

- We shall respect biodiversity and work to reduce the environmental impact of our business activities on the natural environment and ecosystems.

(3) Effective use of resources and reduction of waste

- We shall work to make effective use of resources and reduce waste by measures such as promoting "reduce, reuse and recycle."

(4) Preventing pollution

- Based on the laws, regulations and others of the countries and regions in which we operate, we shall appropriately manage chemical substances and implement measures to prevent and curb the release of chemical substances into the air, water, soil and others.

(5) Appropriate use of water

- We shall work to make efficient use of water resources and thereby promote their conservation.

6. Fair Corporate Activities

(1) Fair trade

- We shall comply with fair trade-related laws, regulations and others and shall refrain from conducting inappropriate transactions that would hinder fair, equitable and free competition. Moreover, we shall protect the intellectual

property rights (patents, copyrights, design rights and the like) owned or used by us from infringement by third parties and shall refrain from engaging in any acts that would infringe upon the intellectual property rights of third parties.

(2) Anti-corruption

- Based on laws, regulations and others of the countries and regions in which we operate, we shall work to prevent corrupt practices (practices in which officers or employees abuse the power entrusted to them to gain an illicit advantage or to commit an act that is contrary to law or ethical standards). We shall on no account give, offer or promise any money, privilege, hospitality, objects of value or any other benefit or advantage to public officials, including persons who serve a role analogous to that of a public official. Additionally, we shall on no account accept privilege, hospitality, objects of value or any other benefit or advantage beyond that which can be justified as standard business practice or within social norms.

(3) No relationships with antisocial forces

- We shall have no relationships with antisocial forces or groups and shall avoid all involvement in any acts that might promote their activities.

7. Management and Disclosure of Information

(1) Protection of personal information

- We shall appropriately manage and protect all personal information related to our shareholders, customers, employees, suppliers and others based on laws, regulations and others and work to ensure that such information will not be leaked or used illegally or inappropriately.

(2) Protection of confidential information

- We shall work to strictly manage the confidential information of others that we obtain in the course of conducting business operations and shall work to prevent such information from being disclosed to third parties without the approval of the owners of the information.

(3) Appropriate disclosure of information

- Regardless of whether or not mandated by laws, regulations and others, we shall appropriately provide and disclose information to our stakeholders.

8. Risk Management

(1) Management and mitigation of risks

- We shall examine risks associated with our business activities and work on the management and mitigation of such risks.

(2) Countermeasures against cyberattacks

- We shall implement countermeasures against the threat of cyberattacks and work to prevent damage from such attacks from being inflicted on ourselves or on third parties.

(3) Creation of BCPs

- In preparation against disasters and other contingencies, we shall proactively work on the creation of business continuity plans (BCPs).