

NGK Group's Supply-Chain CSR Guideline

January, 2024 (Version 8)

NGK INSULATORS, LTD.

ESG Promotion Dept.

Purchasing Dept.

NGK Group's Supply-Chain CSR Guideline

The NGK Group performs fair, free, and transparent transactions. We are promoting CSR activities with our suppliers where we procure materials, parts, and devices, etc.

To achieve this, we ask that our suppliers understand and support the following "NGK Group's Supply-Chain CSR Guideline", while also requesting their suppliers to undertake similar activities.

[Supply-Chain CSR Guideline]

■ Open & Fair

1. Open, fair and honest procurement

1-1 “Prevent corruption”

We will not give unlawful donations, payment, prices, or financial or non-financial benefits or other gifts to any stakeholders for the purposes of unfair profit, or the acquisition or maintenance of preferential treatment.

1-2 “Respect and protect intellectual property rights”

We will protect the intellectual property rights belonging to our company or under our company’s jurisdiction, while also refraining from unlawfully obtaining or using the intellectual property of a third party or infringing upon their intellectual property rights. We will take the necessary and appropriate steps to eliminate fake/counterfeit goods.

1-3 “Comply with competition laws”

We will comply with the competition laws of each country and region, and refrain from unjust transactions such as private monopolization, unreasonable restraint of trade, and abuse of superior bargaining position.

1-4 “Comply with export control laws”

We will conduct the appropriate export procedure and control for technologies and items with restrictions by the law and ordinances of each country and region.

1-5 “Responsible resource/material procurement”

For raw materials that may cause social problems such as human right infringements and poverty (e.g. conflict minerals: the four minerals of tin, tantalum, tungsten and gold obtained in the Democratic Republic of the Congo and surrounding nations, and minerals that are the source of funds for armed forces in the same areas), we will conduct procurement activities with consideration to the influence by the items’ use on the local community, and implement measures to avoid use of any items if any concern exists.

1-6 “Prevention of Conflicts of Interest”

We will continue to manage situations that may cause conflicting interests. We have been establishing management system to take necessary measures in a timely manner.

1-7 “Disclosure of information and accurate record”

We will accurately and promptly disclose information required by society. To ensure timely and appropriate disclosure, we will comply with laws, and internal rules. We will establish and properly operate an internal control system to accurately record and report financial and other information.

2. Pursuit of competition principles and profitability

2-1 “Pursuit of competition principles and profitability”

Based on the market's competition principles for material procurement, we will continually strive to provide items of optimum quality, at appropriate prices, with the shortest possible delivery time, and with long-term stability.

■ Partnership

3. Mutual prosperity based on mutual trust with suppliers

3-1 "Disclose information to stakeholders"

We will disclose any useful information to stakeholders concerning management, treasury, environmental preservation, social contribution etc., at appropriate times and in appropriate methods, while also striving to maintain and develop mutual understanding and trust with stakeholders through open and truthful communication.

3-2 "Information security"

We will install defensive measures against computer network threats, and monitor to ensure damage is not done to our own company and others.

Any personal information from customers, third parties, or employees, or sensitive information from customers or third parties, must be obtained in a legitimate manner, used appropriately, and managed and stored securely.

3-3 "Contribute to the community"

As good corporate citizens, we will actively and continuously conduct activities to contribute to the local communities in which our places of business are located, and to the global society.

■ Relationship with Society

4. Compliance with laws

4-1 "Compliance with laws and ordinances"

We will comply with the laws and ordinances of each nation and region. We will establish and operate the necessary policies, frameworks, codes of conduct and education to thoroughly promulgate compliance throughout the entire company.

4-2 "Respect for basic human rights and abolish discrimination"

We will respect people's basic human rights, and will not discriminate due to race, nationality, belief system, gender or disability. We will provide equal opportunities and fair treatment.

4-3 "Prevent harassment"

We will prevent the occurrence of harassment in the workplace and take prompt and appropriate action in the case where it occurs.

4-4 "Prohibit forced labor"

We will ensure that all labor is performed at the employee's free will and that employees are able to resign freely, while also refraining from forced labor.

4-5 "Prohibit child labor and young worker"

Respect human rights and undertake business activities without the use of forced labor or child labor. Provide young workers with fair working conditions that strictly comply with the legislation of each country and region.

4-6 "Wages"

We will comply with national or regional laws and ordinances concerning wages such as minimum wage amount, overtime, payroll deductions, and piece work payments.

4-7 “Working hours”

We will comply with national or regional laws and ordinances concerning the determining of employees’ working hours, holidays, annual leave, etc.

4-8 “Safety and hygiene”

We will secure a safe and healthy work environment for employees to work in, while also striving to prevent accidents and fire.

4-9 “Dialogs/discussions with employees”

We will ensure that employees can communicate via dialogs or discussions with management, without feeling concerned about retaliation, threats, or persecution.

4-10 “Freedom of association and the right of collective bargaining”

We respect employees right regarding freedom of association and the right of collective bargaining in accordance with the applicable legislation of each country and region where we operate.

4-11 “Elimination of anti-social forces”

We will eliminate relations with anti-social forces and groups that threaten the social order and safety.

4-12 “Avoiding forced eviction and dispossession in land use”

We will not violate the rights of indigenous peoples and others by acquiring, developing or otherwise using land, forests or water resources in connection with our business activities, including forced evictions and the appropriation of targeted resources.

4-13 “Avoiding inappropriate use of private or public security forces”

We will refrain from possessing or utilizing security forces in a manner that could lead to human rights violations or infringements upon the rights of third parties.

5. Protection of the natural environment

5-1 “Compliance with laws and ordinances”

We will comply with national or regional laws and ordinances concerning the environment.

5-2 “Environmental management”

We will construct a company-wide environmental management system, and strive to continuously operate and improve it.

5-3 “Reduce greenhouse gas emissions”

We will monitor greenhouse gas emissions that result from business activities, and promote activities to reduce them.

5-4 “Conserve resources, and reduce waste”

We will dispose of waste items appropriately, while also striving to control the amount of waste created, promote recycling, and utilize materials effectively.

5-5 “Management of chemical substances”

We will appropriately manage chemical substances used in business activities, reduce their amount and strive to prevent contamination of the air, water or soil.

We will conduct steadfast management of the chemical substances contained in products.

5-6 “Efforts in biodiversity conservation”

We will make efforts to conserve biodiversity.

5-7 “Efforts with regard to water resources”

We will make efforts to develop risk management of water resources and efficient use of water at each manufacturing site.

■ **Request concerning agreement with the NGK Group’s Supply-Chain CSR Guideline and implementation throughout your company's supply chain**

We kindly request your company's awareness and implementation of this guideline, as well as your agreement and compliance with its content and purpose throughout your entire supply chain. Furthermore, we also kindly request the signature of the person responsible and authorized for this matter

Signature

Company _____
Department _____
Position _____
Name _____
E-mail address _____
Please write your e-mail address again for confirmation
E-mail address _____

The above “Request concerning agreement” will be used by both the NGK INSULATORS, LTD. and NGK Group companies*.

We will not use the personal information you provide with the above response (name, contact details etc) for any purpose other than the intended one. If you do not approve of the content being requested, please contact us in writing to let us know.

Managing body in charge of the shared use of responses: NGK INSULATORS, LTD., Purchasing Department

* Specific group company names can be found at the following page of the NGK’s website.
<https://www.ngk-insulators.com/en/info/network/index.html>