

**Kewpie Group
Supplier Guidelines**

**Our Initiatives and
Request for Cooperation**

Introduction

Since Kewpie's earliest origins in 1919, we have never wavered from our belief that good products begin with good ingredients, and we are serious about the importance of honesty and integrity, especially in an industry that deals with food products. Thanks to the understanding and cooperation of our suppliers, we have been able to continue operating to this day. We are sincerely grateful to our suppliers.

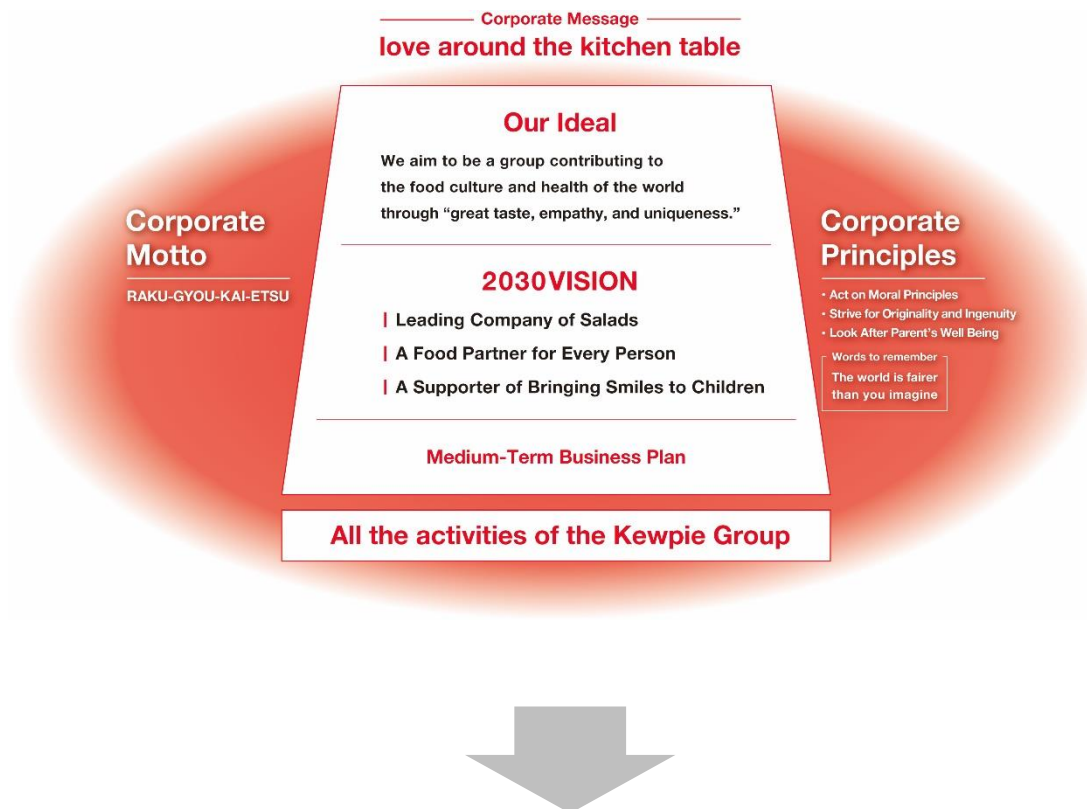
In recent years, with sustainable society becoming an increasingly important topic internationally, companies are being called upon to build responsible supply chains. To that end, companies need to fulfill social responsibilities not only on their own but also throughout their entire supply chains. With the understanding and cooperation of our suppliers, Kewpie would like to further promote initiatives that consider not only product quality, but also impacts on the environment, human rights, and more.

Given this situation, in 2018, we adopted the Kewpie Group's Fundamental Policy for Sustainable Procurement. To implement this policy, we have established the Kewpie Group Supplier Guidelines (hereinafter referred to as "these Guidelines") as a request to our valued suppliers (by which we refer to your company and your business partners). Based on these Guidelines and through mutual understanding, we aim to address a variety of challenges in the supply chain in order to achieve sustainable procurement, as well as mutual growth and success, together with our suppliers.

We ask for your understanding and support for the purpose and content of these Guidelines, and we ask that you also encourage the same from your business partners.

September 2022
Sustainability Promotion Division
Kewpie Corporation

Position of Kewpie Group Philosophy and these Guidelines



Kewpie Group Basic Policy on Sustainability

With an emphasis on the aspiration for "love around the kitchen table," we aim to address and resolve various issues through "great taste, empathy and uniqueness."

We will create a future full of smiles by caring for people and the environment throughout the value chain, from product design and raw material procurement, to production, sales and consumption.

<Contributing to Food Culture and Health>

- Focusing on salads and eggs as key components of dietary habits, we contribute to extending the healthy life expectancy of people around the world through the pursuit and global promotion of nutrition and health benefits.
- Through food, we support the mental and physical health of children who will create the future.

<Effective Use and Recycling of Resources>

- As the only manufacturer in the world that makes effective use of the entire egg, we will continue to refine our technologies and create value.
- In proposing ways of eating and utilizing uneaten portions, we aim to become a globally unique "vegetable utilization manufacturer."
- To realize a recycling-oriented society in plastics, we will promote environmentally friendly product design and collaboration with external parties.
- Recognizing that water is a limited and precious resource, we will use it efficiently and reduce the environmental impact of water intake and discharge.
- We will develop extensive technologies matching demand information with transportation and delivery data information to eliminate food loss.

<Deal with Climate Change>

- We aim to reduce CO₂ emissions throughout the value chain, from the procurement of raw materials to product consumption.

<Conservation of Biodiversity>

- We will strive to minimize negative impacts on biodiversity and restore and regenerate ecosystems.

<Sustainable Procurement>

- In addition to safety, we will collaborate with business partners to promote stable procurement that takes into consideration environmental impacts and human rights.

<Respect for Human Rights>

- We promote employee diversity and inclusion, protecting the human rights of everyone involved in our business.



Kewpie Group Fundamental Policy for Sustainable Procurement

1. We will conduct all trade in compliance with the law and in conformity with international rules and norms while taking strong measures against corrupt practices.
2. We will engage in fair and ethical trade and use appropriate procedures in managing confidential information and intellectual property.

3. We will protect human rights and refrain from discriminatory language or conduct, inhumane treatment, or any involvement in human-rights abuses.
4. We will respect the labor rights of employees, adopting sound labor practices and providing a safe and clean work environment.
5. We will work to prevent pollution and environmental degradation at the local and global levels through the sustainable use of resources.
6. We will ensure sustainable access to safe, high quality raw materials, management will also take into account ecological impacts and animal welfare.
7. We will contribute actively to support the sustainability of the local communities where our ingredients are produced.
8. We will encourage our suppliers to adopt the foregoing policies.
9. We will report publicly on the progress of the foregoing policies as appropriate.



Kewpie Group Supplier Guidelines

The Kewpie Group has established the following Kewpie Group Supplier Guidelines (hereinafter referred to as “these Guidelines”) in order to ensure that procurement is conducted in accordance with the Kewpie Group’s Fundamental Policy for Sustainable Procurement and fulfill our responsibilities to society and the environment, throughout the entire supply chain.

- 1) Compliance with laws, regulations and social norms
 - (1) Suppliers must comply with the laws, regulations and social norms of our own and other countries.
 - (2) Suppliers must strictly prohibit and not assist or tolerate any unethical behavior. Also, suppliers must take strong measures against corruption and not engage with any antisocial forces (organized crime groups).

- 2) Fair corporate activities
 - (1) Suppliers are expected to conduct fair and ethical trade, and must not engage in behavior that disadvantages their business partners or impedes fair competition.
 - (2) Suppliers must strictly manage personal information, technical information, and their business partners’ confidential information, and must not disclose it to any third party without permission. In addition, suppliers must take the necessary measures to protect information from online network threats such as computer viruses and other cyber threats.
 - (3) Suppliers must not engage in behavior that infringes the intellectual property rights of others. Also, suppliers must not tolerate such acts.

- 3) Respect for human rights
 - (1) For everyone concerned, suppliers must avoid unjust treatment such as discrimination and harassment, embrace diversity, act with fairness, and respect human rights. Also, suppliers must not assist or tolerate any human rights abuses. If such conduct comes to light, suppliers are expected to provide appropriate remedies and take corrective actions.
 - (2) For the healthy mental and physical growth and development of minors and to protect their right to compulsory education, suppliers must refrain from employing persons under the age of 15, and persons who have not reached the legal minimum employment age applicable in the country or the age to complete compulsory education. Also, suppliers must not assist or tolerate such behavior.

- 4) Appropriate labor practices and work environments
 - (1) Suppliers must appropriately formulate and implement working conditions such as wages and working hours to satisfy laws, regulations and social norms.
 - (2) Suppliers must not force employees to work against their will. Also, suppliers must not assist or tolerate such behavior.
 - (3) Suppliers must ensure that employees can work in a safe, clean, and healthy work environment.
 - (4) In order to prevent hazards such as occupational accidents, and to prevent unethical behavior, suppliers must provide appropriate employee education and training, and take corrective actions as necessary.
 - (5) Suppliers must provide opportunities and mechanisms for employees to raise concerns with the company, and must respond sincerely.

- 5) Environmental consideration and effective use of resources
 - (1) In order to establish environmental management systems to comply with the relevant laws and regulations, and to prevent pollution and the destruction of the local and global environment, suppliers are expected to curb the input of virgin raw materials and to use resources sustainably.
 - (2) Suppliers are expected to reduce the use of resources such as water, energy, and raw materials, to use them efficiently, and to actively use recycled resources. Suppliers must reduce the environmental impact caused by wastewater discharge, greenhouse gas emissions, waste disposal and other business practices.
 - (3) Suppliers must not purchase, use, or supply resources that lead to environmental destruction, such as illegal logging. Suppliers are expected to ensure the sustainable use of safe and high-quality raw materials by giving consideration to ecosystems, biodiversity, environmental impacts, and animal welfare.

- 6) Quality and safety
 - (1) Suppliers must establish quality management systems and sustainably supply safe and quality products.
 - (2) To ensure that products are reliable for customers, suppliers must manufacture products that meet the safety standards stipulated by the relevant laws and regulations and the quality standards agreed with their clients. Also, suppliers must implement production management and quality control to these ends.

- 7) Community sustainability
 - (1) Suppliers must operate in accordance with the customs of local communities that produce the raw materials, and must not violate the rights of local residents, including Indigenous Peoples. Suppliers are also expected to contribute actively to the sustainability of local communities.

- 8) Supplier collaboration
 - (1) Suppliers must proactively encourage their suppliers of raw materials and other materials to act in accordance with these Guidelines and conduct responsible procurement.

- 9) Disclosure
 - (1) Upon receiving a request from a stakeholder, suppliers must disclose information on the framework and status of initiatives under these Guidelines in a timely and appropriate manner, with integrity and transparency.

We at Kewpie Group request that suppliers of the Group act in accordance with these Guidelines. Also, in order to ensure that suppliers comply with the contents of these Guidelines, we request that the management of each company take responsibility for establishing internal systems, and regularly verify and promote actions in accordance with these Guidelines.

Sustainability Promotion Division
Kewpie Corporation
Adopted July 2022
Revised December 2022
Revised January 2024
Revised January 2025

To: [Kewpie Group representative]

Pledge of Commitment — Kewpie Group Supplier Guidelines

We understand and are in agreement with the purpose of the Kewpie Group Supplier Guidelines (hereinafter referred to as “these Guidelines”).

Also, in order to act in accordance with these Guidelines, we will cooperate with you to develop our own systems and report the status of the implementation.

In order to ensure the implementation of these Guidelines, we agree that persons designated by Kewpie Group or a Kewpie Group company have the right to enter our plants or facilities, as appropriate, to verify compliance with quality, human rights, social, environmental and ethical norms. Also, we agree to provide, when requested, information about business operations related to the Kewpie Group.

End

Company name .. _____

Department and title of signatory .. _____

Name of signatory

(Handwritten or name + official seal) .. _____

Date signed .. _____

All suppliers who have received these Guidelines are requested to have the person responsible sign and submit this Pledge of Commitment.

By signing and submitting this Pledge of Commitment you are indicating that you understand the matters set forth in these Guidelines and that, in cooperation with the Kewpie Group, you will act in accordance with these Guidelines relating to all raw materials you provide to the Kewpie Group.

Please submit this document by post or email (PDF) to the Kewpie Group representative.