

Social — Social Impacts in the Supply Chain

Policy KWE Vendor Code of Conduct

The KWE Group established the vendor code of conduct in January 2020. The code sets standards for sustainable, fair, and ethical business practice for all KWE Group partner vendors around the world.

Summary Policy; General principles and standards of conduct (7 principles: 1. Compliance with laws, 2. Business practices, 3. Ethical principles and conflict of interest, 4. Safety and health, 5. Labor, 6. Vendor management, 7. Environmental compliance); In the event of non-compliance; Where to report ethical matters

Requirements 1. Working environment, 2. Machinery and equipment (forklifts, material handling equipment), 3. Emergency action plan, 4. Personal protective equipment, 5. Cargo layout, 6. Working conditions, 7. Others

For more information about KWE Vendor Code of Conduct, see: <https://www.kwe.com/about/whoware/policy/vendor-code-of-conduct/>

Creating Corporate Value

To address the material topic of social impacts in the supply chain, the KWE Group shares best practices for ongoing improvement in the social, environmental, and governance dimensions, and applies them at KWE sites and vendors throughout the entire supply chain.

At the core of this initiative is the KWE Vendor Code of Conduct which was notified to our global vendors from 2020 to 2021. During 2021 and into 2022, we prioritized safety and health, a topic our stakeholders were highly interested in. Specifically, we looked at safety and health in KWE's warehouse operations. Through this analysis, we determined seven requirements for vendor work environments. Starting in 2023, we have been formulating uniform vendor safety and health standards aligned with the KWE Group Occupational Safety and Health Regulations. Currently in 2025, the KWE Vendor Code of Conduct applies to about 90% of KWE Group suppliers.

In order to build sustainable supply chains with our suppliers, the Kintetsu Group joined the UN Global Compact, and we participated in the Partnership Building Declaration in 2023.

We will continue working on the material topic of social impacts in the supply chain as part of our effort to ensure responsible procurement and build sustainable supply chains.

Participating as Kintetsu Group in the UN Global Compact

KWE's parent company Kintetsu Group Holdings became a participant in the UN Global Compact in October 2023. The United Nations Global Compact is the world's largest corporate sustainability initiative, and its 10 principles reflect the fundamental responsibilities of a business in the areas of human rights, labor, environment, and anti-corruption. Participation in this initiative accelerates realization of a sustainable global society.



Participating in Partnership Building Declaration

Endorsing the objectives of the Council for the Promotion of Partnership Building for the Future, whose members include the chair of the Japan Business Federation, the chair of the Japan Chamber of Commerce and Industry, the chair of the Japanese Trade Union Confederation, and the ministers involved (Cabinet Office, Ministry of Economy, Trade and Industry, Ministry of Health, Labor and Welfare, Ministry of Agriculture, Forestry and Fisheries, Ministry of Land, Infrastructure, Transport and Tourism), the KWE Group participated in the Partnership Building Declaration in September 2023. This is a declaration by the representative of a company of the company's transaction policy from the position of an ordering party, aiming to increase the value of the entire supply chain and to promote the coexistence and co-prosperity of large and small and medium size businesses, regardless of company size. Participating in the declaration presents the opportunity to actively work in new partnerships to build sustainable relationships with supply chain transaction partners and other businesses creating value.

