

# Socionext Group CSR Procurement Guidelines

Second Edition

15th January 2026

Document Code : AD00-00005-2E

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## 1. Introduction

The Socionext Group upholds the fundamental philosophy, “Together with our global partners, we bring innovation to everyone everywhere.” Under our Values of Challenge, Technology, Growth, Speed, and Sustainability, we have established a code of conduct. Guided by the Socionext Group Basic CSR Policy, we strive to enhance our corporate value and address a wide range of social issues through our business activities, promoting CSR initiatives aimed at realizing a better society.

We believe that our Group has a social responsibility to look beyond quality, technology, price, delivery schedules, and other factors that directly affect our business and work toward solutions for societal problems such as human rights, labor, the environment, and ethics—not just in terms of our own employees, but throughout our entire supply chain. Socionext Group CSR Procurement Guidelines was created based on this principle.

We ask our suppliers to understand the intent of the Socionext Group CSR Procurement Guidelines and conduct their business in accordance with these guidelines. Similarly, we request that our suppliers also ask the members of their own supply chains to understand and abide by these Socionext Group CSR Procurement Guidelines.

Production Control Group  
Socionext

## 2. Socionext Group Basic Philosophy and CSR Policy

### 2.1 Basic Philosophy

#### Mission

“Together with our global partners, we bring innovation to everyone everywhere.”

#### Values

[Change]	We adapt ourselves to the disruptive discontinuous changes in business, technology, mind, operations, and other environments.
[Technology]	By pursuing cutting-edge technology, we aim to become a company that supports global innovation through development of competitive technology.
[Growth]	Our growth contributes to the growth of all stakeholders, including shareholders, customers, partners, and employees.
[Speed]	We respond quickly to dynamic and rapidly-changing markets and customers.
[Sustainability]	We ensure a sustainable future by creating a cohesive society with customers and partners.

### 2.2 Action Guidelines

- Each individual takes ownership of his or her work, responds to changes in the environment, and thinks and acts independently from a market oriented customer perspective.
- To maintain access to growing markets and companies, we address customers’ problems with effective solutions backed by the latest technologies and knowledge.
- Each individual’s willingness to take on challenges to persevere toward his or her goals and the desire to become a professional will lead to personal and company growth.
- We make speedy decisions on an individual and organizational basis, always looking ahead and creating value for customers.
- As a member of the global society, we will fulfill our corporate social responsibilities and contribute to the realization of a sustainable and prosperous society.

### 2.3 Socionext Group CSR Policy

- Compliance with laws, regulations and social standards  
We fully comply with laws, regulations, and social standards, thus earning the trust of society.
- Respect for human rights  
We respect each individual’s rights, and do not discriminate or tolerate human rights violations.
- Establishing an improved work environment  
We want our employees to be happy. We respect their individuality, treat them fairly and aim to create a healthy and comfortable work environment.
- Environmental considerations  
We conduct our business with consideration for the global environment.
- Promoting fair trade  
Our relationships with our customers and suppliers are built on trust, in accordance with the principles of fair trade.
- Information management  
We carefully manage company information, third-party information from our customers and suppliers, and personal information, and ensure their confidentiality.

- Respect for intellectual property

We value and protect intellectual property, which is the primary corporate asset.

## 2.4 Management Policy

At the Socionext Group, we are putting our guiding principles into practice through our own distinctive Solution SoC business model for customers wanting to develop leading-edge custom SoCs whereby we combine an optimal mix of technologies to implement the functions they require.

Along with the automotive, networking & data center, and smart device fields that represent our leading growth sectors, we are also seeking to combine regional balance with the expanding business

from global customers in the industrial field and in IoT & radar sensing.

Along with winning the trust of customers and supporting their growth by becoming the SoC supplier of choice to major global and growth companies, our business activities also serve as a means for us to leverage our technologies to help overcome the challenges facing society, in areas like low power consumption, for example. Moreover, through the development work we undertake in partnership with customers, we seek to create a virtuous circle of growth for both engineers and the company, enhancing corporate value through this growth and thereby generating returns for our shareholders.

## 3. Various Policies Aligned with the Socionext Group CSR Policy

The Socionext Group has established its Basic CSR Policy, which outlines the principles that must be upheld in order to realize the Group's fundamental philosophy. Based on this Basic CSR Policy, we have formulated the following policies necessary that are for employees to conduct their business activities. These policies are aligned with the Responsible Business Alliance (RBA) Code of Conduct.

### 3.1 Procurement Policy

“Together with our global partners, we bring innovation to everyone everywhere.” This is the mission that the Socionext Group has set itself to realize this vision and fulfill our social responsibilities as a global company, we have established rules for procurement whereby the goods and services we require are purchased from the global market at appropriate quality, price, and delivery terms in a way that is in keeping with the laws of each country and is based on fair and reasonable trading relationships.

We are also taking steps to reinforce sustainable supply chain arrangements by reducing the risks associated with societal challenges throughout our supply chain, including at our customers and suppliers. Along with human rights, labor, health and safety, environmental, quality and safety, information security, ethics, and business continuity considerations, this also includes responsible minerals procurement.

#### •Coexistence and Co-prosperity with Suppliers

Our Group works with a wide range of suppliers and procures various goods for the purpose of designing, developing, and selling products. Based on this understanding, we aim to work closely with our Group's suppliers and build mutual relationships of trust over the long term while also working individually to level up our own abilities so that we can all continue to prosper together.

#### •Fair and Impartial Evaluation of Suppliers

We evaluate suppliers through a comprehensive assessment based on economic rationality, including (1) reliability, (2) technological capabilities, (3) quality, pricing and delivery time of procured goods, and (4) Status of efforts to fulfill corporate social responsibility and so on. In terms of comprehensive evaluation, regardless of the business scales and regardless of whether it is domestic or overseas, we will always strive to create fair and just opportunities for new market entry applicants and respond sincerely to them.

#### •Select Suppliers through Fair Criteria

In selecting suppliers, we will, in principle, procure from suppliers with the most favorable terms and conditions based on a comprehensive evaluation of economic rationality, including corporate reliability, technological

capabilities, and the specifications, quality, and performance of the goods and service attributes (specifications, quality, performance, etc.) to be procured, as well as transaction terms and conditions and the status of corporate social responsibility initiatives.

- **Negotiation and conclusion of contracts**

The procurement departments of each Group company are responsible for negotiating and arranging matters with suppliers concerning purchasing contracts including pricing and delivery schedules as well as conducting other related procurement activities. These departments shall remain organizationally independent from other divisions and are required to perform their duties with integrity and accountability.

- **Compliance with Laws and Social Norms**

Our Group will maintain compliance with all laws and internal regulations. In our procurement activities, we will strive to fully understand and comply with relevant laws and regulations, and respect the spirit of such laws and regulations in conducting operations.

- **Ensure Transparency**

To ensure transparency in our business dealings, we will clearly communicate how companies can begin doing business with our Group by outlining the entire process, including our fundamental business policies, criteria for selecting suppliers, as necessary. where necessary. Upon request, we will also explain to prospective new entrants in an easy-to-understand manner where they are in the process of receiving an order.

- **Ethical Principles**

Our Group will comply with social norms and corporate ethics and promote socially responsible procurement activities such as human rights, labor, health and safety, global environmental conservation, responsible mineral procurement, security trade control, and information security with our suppliers.

## 3.2 Labor Policy

- **Basic Philosophy Regarding Human Rights**

In the CSR policies that constitute our group philosophy, the Socionext Group recognizes that it has an important duty to respect human rights and to maintain a good working environment.

[Respect for human rights]:

We will respect the human rights of each and every employee and have no tolerance for discrimination or other such violations of human rights.

[Maintain a good working environment]:

To foster the wellbeing of employees, we will create a healthy and pleasant working environment that respects individuality and treats people fairly.

At our Group, we respect the human rights of all stakeholders involved in the conduct of our business (including customers, suppliers, employees, and local communities) and will not treat people in ways that are discriminatory or violate their human rights, whether it be with regard to gender, age, nationality, ethnicity, beliefs, religion, social status, employment type, marital status, pregnancy, ancestry, sexual orientation or gender identification, physical features, health, disability, or other such attributes.

We will respect the human rights of everyone who works at our Group or in our supply chain. Along with eliminating harassment such as sexual harassment and power harassment and providing a healthy and empowering workplace, we will comply with all labor laws covering matters such as working hours and minimum wage and never engage in forced labor, child labor, or slavery. We also support freedom of association, the right to collective bargaining, and the right to privacy.

- **Basic Philosophy on Human Resource Development**

With our leading-edge SoC solution business, our Group seeks to live up to the many expectations of our stakeholders (including customers, suppliers, employees, and local communities) by striving to achieve sustainable growth as a company that supports global innovation through the pursuit of advanced technology while also adapting to discontinuous change. To achieve this, we undertake human resource development initiatives to ensure that we can continue to foster more talented professionals who take ownership of their work and are willing to take up challenges as enthusiastic self-starters.

#### •Basic Philosophy on Diversity

Our Group strives to foster a corporate culture that embraces diverse personalities, perspectives, and values and in which they are able to fulfil their potential. To achieve this, we recruit and appoint staff regardless of factors such as nationality, gender, or age, and are working to create an environment in which a diverse range of people can thrive.

### 3.3 Safety and Health Policy

The Socionext Group places the utmost importance on the health and safety of all employees and stakeholders. We are committed to creating and maintaining a safe, healthy, and hazard-free workplace by preventing incidents, complying with all applicable laws and standards, and continuously improving our health and safety initiatives.

### 3.4 Environment Policy

The Socionext Group, together with our customers, contributes to the protection of a rich global environment through the design, development, and sale of SoCs with outstanding environmental performance based on advanced technologies and solution businesses and services based on them. Based on the following action guidelines, the Group strives to reduce environmental impact and prevent environmental pollution throughout all life cycles, from development through procurement, production, distribution, sales, usage and disposal.

- (1) By actively promoting the development of environmentally friendly products, such as power saving, weight reduction, and appropriate management of chemical substances contained in them, we will actively contribute to lowering the burden on the global environment by reducing greenhouse gas emissions and waste, among others.
- (2) In order to minimize environmental impact via activities throughout the entire supply chain, from development to procurement, production, distribution, sales, usage, and disposal, we will make effective use of energy, raw materials, and water resources, manage greenhouse gas, waste, and water emissions, and ensure the management of chemical substances contained in materials and secondary materials.
- (3) In order to realize a sustainable society, we will strive to make effective use of resources, while working to prevent environmental pollution, carry out business activities and contribution initiatives that give consideration to biodiversity and forest conservation, and reduce the use of plastic.
- (4) We will comply with environmental laws and regulations in each country and region, as well as agreements with customers regarding these laws and regulations.
- (5) We will promote environmental contributions to local communities by raising the environmental awareness of all officers and employees.
- (6) To implement these environmental activities effectively, we will continuously improve our environmental management system.
- (7) In addition to aligning and supporting activities aimed at preserving the global environment and reducing environmental impact, we will work for appropriate disclosure of environmental information and contributions to the local environment in order to cooperate and collaborate with stakeholders.

### 3.5 Ethics Policy

“Creating a sustainable future in harmony with our customers, partners, and society” is one of the core values upheld by the Socionext Group. To realize this value, promoting fair business practices and transactions is essential. In our Group Basic CSR Policy, which represents the Group’s fundamental philosophy, we identify “compliance with laws and social norms,” “promotion of fair business transactions,” and “thorough information management” as key responsibilities.

Based on this Basic CSR Policy, the our Group has established a Compliance Code as part of its group-wide rules to ensure that all employees act with a high sense of ethics and compliance awareness. We also conduct annual internal audits to verify that business operations are being carried out in accordance with our basic policies,

internal regulations, and guidelines. Furthermore, violations of these codes and regulations are subject to disciplinary action in accordance with internal rules.

[ Items and concepts specified in the Compliance Standards ]

- Compliance with laws, regulations and social standards
- Respect for human rights
- Establishing an improved work environment
- Environmental consideration
- Promoting fair trade
- Information management
- Respect for intellectual property
- Handling of Antisocial Forces

### **3.6 Quality Policy**

The Socionext Group is committed to delivering optimal quality to its customers under the slogan “Quality Built Together with Our Customers,” supported by a rigorous quality management system. Our products are utilized in various fields and are playing very important roles in our customers’ products. We build quality products that meet the varying QCD (Quality, Cost, and Delivery) needs of our customers. Additionally, through comprehensive management systems for the planning and design stages, we as a fabless company choose perfect partner companies (contract manufacturers) in Japan and overseas according to the characteristics, functionality, and quality of products to be manufactured. Moreover, by leveraging our high-quality and reliable technology that has been developed in the global market and through strong cooperation with our partner companies (contract manufacturers), we provide optimum quality to our customers in a timely manner.

### **3.7 Information Security Policy**

The Socionext Group, which operates mainly custom SoCs based on the “Solution SoC” business model, we have opportunities to handle customers’ important confidential information in development work, so we consider information security to be one of our important management issues and are actively working on it. Our group ensures information security throughout the Group by establishing basic measures and systems to ensure information security, and by managing the confidentiality, integrity, and availability of information in a balanced manner, thereby ensuring appropriate handling of information assets of our group, customers, and business partners. We also conduct regular security assessments by third-party organizations to objectively evaluate our security posture and establish a system that enables early identification and response to potential risks. Our group complies with the relevant laws and regulations in each country and manages and protects all personal information, including customers, business partners, and employees. Our group handles personal information carefully in accordance with the relevant laws and regulations of each country and collects, stores, modifies, transfers, shares, and otherwise processes personal information to the extent necessary to achieve its identified purposes of use.

### **3.8 Business Continuity Policy**

The Socionext Group proactively anticipates a wide range of risks during normal operations, implements appropriate countermeasures and preparedness measures, and continuously works to strengthen its response and recovery capabilities. Even in the event of a major disaster or other unforeseen circumstances, we remain committed to fulfilling our responsibilities to local communities and society while ensuring a stable supply of the high-quality products and services our customers expect.

#### **(Actions During Normal Times)**

We identify and assess various risks that could disrupt business operations and systematically implement measures, preparations, and evaluations to address them. We also establish basic business continuity (BC) and early recovery plans—with target recovery time objectives (RTOs)—in cooperation with outsourcers, suppliers, and other business



partners. Furthermore, we periodically review changes in the business environment and the results of training exercises, and use these findings to evaluate, update, and improve our countermeasures and procedures.

#### **(Actions During Unexpected Circumstances)**

We work to confirm the safety of our employees and their families, ensure their protection, and prevent secondary disasters. In addition, to maintain business operations for customers or minimize any impact, we take necessary actions in close cooperation with internal organizations, subcontractors, suppliers, and other business partners. Even in emergency situations, we strive to provide appropriate communication and timely information to customers and stakeholders. Furthermore, we contribute to society by actively supporting the recovery and reconstruction of local communities.

## **4. Socionext Group Supplier Guidelines**

The Socionext Group aims to strengthen a sustainable supply chain by adhering to the Socionext Group Basic CSR Policy and related policies, and by working to reduce risks throughout the entire supply chain, including those involving our business partners. To achieve this goal, we request that our suppliers comply with the “Socionext Group Supplier Guidelines,” which are aligned with the Responsible Business Alliance (RBA) Code of Conduct, ver. 8.0.

### **A. LABOR**

Suppliers commit to respect the human rights of workers, and to treat them with dignity. This applies to direct and indirect suppliers, as well as all workers including temporary, migrant, student, contract, direct employees, and any other type of worker.

The labor standards are as follows:

#### **1) Prohibition of Forced Labor**

Forced labor in any form, including but not limited to, bonded (including debt bondage) or indentured labor, involuntary or exploitative prison labor, slavery or trafficking of persons is not permitted. This includes transporting, harboring, recruiting, transferring, or receiving persons by means of threat, force, coercion, abduction or fraud for labor or services. There shall be no unreasonable restrictions on workers’ freedom of movement in the facility in addition to unreasonable restrictions on entering or exiting company- provided facilities including, if applicable, workers’ dormitories or living quarters. As part of the hiring process, all workers must be provided with a written employment agreement in their native language, or in a language the worker can understand, that contains a description of terms and conditions of employment. Foreign migrant workers must receive the employment agreement prior to the worker departing from his or her country of origin and there shall be no substitution or change(s) allowed in the employment agreement upon arrival in the receiving country unless these changes are made to meet local law and provide equal or better terms. All work shall be voluntary, and workers shall be free to leave work at any time or terminate their employment without penalty if reasonable notice is given, which shall be clearly stated in workers’ contracts. Suppliers shall maintain documentation on all leaving workers. Employers, agents, and sub-agents’ may not hold or otherwise destroy, conceal, or confiscate identity or immigration documents, such as government-issued identification, passports, or work permits. Notwithstanding the foregoing, employers can only hold documentation if necessary to comply with the local law. In this case, at no time shall workers be denied access to their documents. Workers shall not be required to pay employers’ agents or sub-agents’ recruitment fees or other related fees for their employment. If any such fees are found to have been paid by workers, such fees shall be repaid to the worker.

#### **2) Young Workers**

Child labor shall not be used in any stage of manufacturing. The term “child” refers to any person under the age of 15, or under the age for completing compulsory education, or under the minimum age for employment in the country, whichever is greatest. Workers under the age of 18 (Young Workers) shall not perform work that is likely to jeopardize their health or safety, including night shifts and overtime. Suppliers shall ensure proper management

of student workers through proper maintenance of student records, rigorous due diligence of educational partners, and protection of students' rights in accordance with applicable laws and regulations. Suppliers shall implement an appropriate mechanism to verify the age of workers. The use of legitimate workplace learning programs, which comply with all laws and regulations, is supported. Suppliers shall provide appropriate support and training to all student workers. In the absence of local law, the wage rate for student workers, interns, and apprentices shall be at least the same wage rate as other entry-level workers performing equal or similar tasks. If child labor is identified, assistance/remediation shall be provided.

### **3) Working Hours**

Working hours shall not exceed the maximum set by local law. Further, a workweek shall not be more than 60 hours per week, including overtime, except in emergency or unusual situations. All overtime shall be voluntary. Workers shall be allowed at least one day off every seven days.

### **4) Wages and Benefits**

Compensation paid to workers shall comply with all applicable wage laws, including those relating to minimum wages, overtime hours and legally mandated benefits. All workers shall receive equal pay for equal work and qualification. Workers shall be compensated for overtime at pay rates greater than regular hourly rates. Deductions from wages as a disciplinary measure shall not be permitted. For each pay period, workers shall be provided with a timely and understandable wage statement that includes sufficient information to verify accurate compensation for work performed. All use of temporary, dispatch and outsourced labor shall be within the limits of the local law.

### **5) Non-Discrimination/Non-Harassment/Humane Treatment**

Suppliers shall commit to a workplace free of harassment and unlawful discrimination. There shall be no harsh or inhumane treatment including violence, gender-based violence, sexual harassment, sexual abuse, corporal punishment, mental or physical coercion, bullying, public shaming, or verbal abuse of workers; nor is there to be the threat of any such treatment. Companies shall not engage in discrimination or harassment based on race, color, age, gender, sexual orientation, gender identity or expression, ethnicity or national origin, disability, pregnancy, religion, political affiliation, union membership, covered veteran status, protected genetic information or marital status in hiring and employment practices such as wages, promotions, rewards, and access to training. Disciplinary policies and procedures in support of these requirements shall be clearly defined and communicated to workers. Workers shall be provided with reasonable accommodation for religious practices and disability. In addition, workers or potential workers should not be subjected to medical tests, including pregnancy or virginity tests, or physical exams that could be used in a discriminatory way. This was drafted in consideration of ILO Discrimination (Employment and Occupation) Convention (No.111).

### **6) Freedom of Association and Collective Bargaining**

Open communication and direct engagement between workers and management are the most effective ways to resolve workplace and compensation issues. Workers and/or their representatives shall be able to openly communicate and share ideas and concerns with management regarding working conditions and management practices without fear of discrimination, reprisal, intimidation, or harassment. In alignment with these principles, suppliers shall respect the right of all workers to form and join trade unions of their own choosing, to bargain collectively, and to engage in peaceful assembly as well as respect the right of workers to refrain from such activities. Where the right of freedom of association and collective bargaining is restricted by applicable laws and regulations, workers shall be allowed to elect and join alternate lawful forms of worker representations.

## **B. HEALTH AND SAFETY**

Suppliers recognize that in addition to minimizing the incidence of work-related injuries and illnesses, a safe and healthy working environment enhances the quality of products and services, consistency of production and worker retention and morale. Suppliers also recognize that ongoing worker input and education are essential to identifying and solving health and safety issues in the workplace.

The health and safety standards are as follows:

### **1) Occupational Health and Safety**

Worker potential for exposure to health and safety hazards (chemical, electrical and other energy sources, fire, vehicles, and fall hazards, etc.) shall be identified and assessed, mitigated using the Hierarchy of Controls. Where

hazards cannot be adequately controlled by these means, workers shall be provided with appropriate, well-maintained, personal protective equipment, and educational materials about risks to them associated with these hazards. Gender-responsive measures shall be taken, such as not having pregnant women and nursing mothers in working conditions, which could be hazardous to them or their child and to provide reasonable accommodations for nursing mothers.

## **2) Emergency Preparedness**

Potential emergency situations and events shall be identified and assessed, and their impact minimized by implementing emergency plans and response procedures including emergency reporting, employee notification and evacuation procedures, worker training, and drills. Emergency drills shall be executed at least annually or as required by local law, whichever is more stringent. Emergency plans shall also include appropriate fire detection and suppression equipment, clear and unobstructed egress, adequate exit facilities, contact information for emergency responders, and recovery plans. Such plans and procedures shall focus on minimizing harm to life, the environment, and property.

## **3) Occupational Injury and Illness**

Procedures and systems shall be in place to prevent, manage, track and report occupational injuries and illnesses, including provisions to encourage worker reporting, classify and record injury and illness cases, provide necessary medical treatment, investigate cases and implement corrective actions to eliminate their causes, and facilitate the return of workers to work. Suppliers shall allow workers to remove themselves from imminent harm, and not return until the situation is mitigated, without fear of retaliation.

## **4) Industrial Hygiene**

Worker exposure to chemical, biological, and physical agents shall be identified, evaluated, and controlled according to the Hierarchy of Controls. When hazards cannot be adequately controlled, workers shall be provided with and use appropriate, well-maintained, personal protective equipment free of charge. Suppliers shall provide workers with safe and healthy working environments, which shall be maintained through ongoing, systematic monitoring of workers' health and working environments. Suppliers shall provide occupational health monitoring to 5 Responsible Business Alliance Code of Conduct v8.0 routinely evaluate if workers' health is being harmed from occupational exposures. Protective occupational health programs shall be ongoing and include educational materials about the risks associated with exposure to workplace hazards.

## **5) Physically Demanding Work**

Worker exposure to the hazards of physically demanding tasks, including manual material handling and heavy or repetitive lifting, prolonged standing, and highly repetitive or forceful assembly tasks shall be identified, evaluated, and controlled.

## **6) Machine Safeguarding**

interlocks, and barriers shall be provided and properly maintained where machinery presents an injury hazard to workers.

## **7) Sanitation, Food, and Housing**

Workers shall be provided with ready access to clean toilet facilities, potable water and sanitary food preparation, storage, and eating facilities. Worker dormitories provided by the suppliers or a labor agent shall be maintained to be clean and safe, and provided with appropriate emergency egress, hot water for bathing and showering, adequate lighting, and adequate conditioned ventilation, individually secured accommodations for storing personal and valuable items, and reasonable personal space along with reasonable entry and exit privileges.

## **8) Health and Safety Communication**

Suppliers shall provide workers with appropriate workplace health and safety information and training in the language of the worker or in a language the worker can understand for all identified workplace hazards that workers are exposed to, including but not limited to mechanical, electrical, chemical, fire, and physical hazards. Health and safety related information shall be clearly posted in the facility or placed in a location identifiable and accessible by workers. Health information and training shall include content on specific risks to relevant demographics, such as gender and age, if applicable. Training shall be provided to all workers prior to the beginning of work and regularly thereafter. Workers shall be encouraged to raise any health and safety concerns without retaliation.

# **C. ENVIRONMENT**

Across all business functions, Suppliers recognize that environmental responsibility is integral to producing world-class products. Suppliers shall identify the environmental impacts and minimize adverse effects on the community, environment, and natural resources, while safeguarding the health and safety of the public.

The environmental standards are as follows:

### **1) Environmental Permits and Reporting**

All required environmental permits (e.g. discharge monitoring), approvals, and registrations shall be obtained, maintained, and kept current and their operational and reporting requirements shall be followed.

### **2) Pollution Prevention and Resource Reduction**

Emissions and discharges of pollutants and generation of waste shall be minimized or eliminated at the source or by practices such as adding pollution control equipment; modifying production, maintenance, and facility processes; or by other means. The use of natural resources, including water, fossil fuels, minerals, and virgin forest products, shall be conserved by practices such as modifying production, maintenance and facility processes, materials substitution, re-use, conservation, recycling, or other means.

### **3) Hazardous Substances**

Chemicals, waste, and other materials posing a hazard to humans or the environment shall be identified, labeled, and managed to ensure their safe handling, movement, storage, use, recycling or reuse, and disposal. Hazardous waste data shall be tracked and documented.

### **4) Solid Waste**

Suppliers shall implement a systematic approach to identify, manage, reduce, and responsibly dispose of or recycle solid waste (non-hazardous). Waste data shall be tracked and documented.

### **5) Air Emissions**

Air emissions of volatile organic chemicals, aerosols, corrosives, particulates, ozone depleting substances, and combustion byproducts generated from operations shall be characterized, routinely monitored, controlled, and treated as required prior to discharge. Ozone-depleting substances shall be effectively managed in accordance with the Montreal Protocol and applicable regulations. Suppliers shall conduct routine monitoring of the performance of its air emission control systems.

### **6) Materials Restrictions**

Suppliers shall adhere to all applicable laws, regulations, and customer requirements regarding the prohibition or restriction of specific substances in products and manufacturing, including labeling for recycling and disposal.

### **7) Water Management**

Suppliers shall implement a water management program that documents, characterizes, and monitors water sources, use and discharge; seeks opportunities to conserve water; and controls channels of contamination. All wastewater shall be characterized, monitored, controlled, and treated as required prior to discharge or disposal. Suppliers shall conduct routine monitoring of the performance of its wastewater treatment and containment systems to ensure optimal performance and regulatory compliance.

### **8) Energy Consumption and Greenhouse Gas Emissions**

Suppliers shall establish and report against an absolute corporate-wide greenhouse gas reduction goal. Energy consumption and all Scopes 1, 2, and significant categories of Scope 3 greenhouse gas emissions shall be tracked, documented, and publicly reported. Suppliers shall look for methods to improve energy efficiency and to minimize their energy consumption and greenhouse gas emissions.

### **9) Biodiversity Conservation**

We must avoid constructing manufacturing facilities or conducting business operations in areas adjacent to globally or nationally protected biodiversity sites. When business activities are located near key biodiversity areas, a mitigation hierarchy—such as avoidance, minimization, and restoration—must be applied to reduce impacts on ecosystems.

We follow the principle of zero net deforestation to comply with international and local forestry laws and policies and to prevent deforestation. Appropriate procedures must also be established to ensure that surrounding soil quality and noise levels comply with applicable local regulatory requirements.

## **10) Material Management**

Suppliers shall comply with all applicable laws and regulations, prohibitions and restrictions, and customer requirements regarding the use or presence of specified substances in their manufacturing processes, including requirements related to recycling and disposal labeling.

## **D. ETHICS**

To meet social responsibilities and to achieve success in the marketplace, Suppliers and their agents shall uphold the highest standards of ethics including the following:

### **1) Business Integrity**

The highest standards of integrity shall be upheld in all business interactions. Suppliers shall have a zero-tolerance policy to prohibit any and all forms of bribery, corruption, extortion and embezzlement.

### **2) No Improper Advantage**

Bribes or other means of obtaining undue or improper advantage shall not be promised, offered, authorized, given, or accepted. This prohibition covers promising, offering, authorizing, giving or accepting anything of value, either directly or indirectly through a third party, in order to obtain or retain business, direct business to any person, or otherwise gain an improper advantage. Monitoring, record keeping, and enforcement procedures shall be implemented to ensure compliance with anti-corruption laws.

### **3) Disclosure of Information**

All business dealings shall be transparently performed and accurately reflected on the supplier's business books and records. Information regarding supplier's labor, health and safety, environmental practices, business activities, structure, financial situation, and performance shall be disclosed in accordance with applicable regulations and prevailing industry practices. Falsification of records or misrepresentation of conditions or practices in the supply chain are unacceptable.

### **4) Intellectual Property**

Intellectual property rights shall be respected. Transfer of technology and know-how is to be done in a manner that protects intellectual property rights, and customer and supplier information shall be safeguarded.

### **5) Fair Business, Advertising and Competition**

Standards of fair business, advertising, and competition shall be upheld.

### **6) Protection of Identity and Non-Retaliation**

Programs that ensure the confidentiality, anonymity, and protection of supplier and employee whistleblowers<sup>2</sup> shall be maintained, unless prohibited by law. Suppliers shall have a communicated process for their personnel to be able to raise any concerns without fear of retaliation.

### **7) Responsible Sourcing of Minerals**

Suppliers shall adopt a policy and exercise due diligence on the source and chain of custody of the tantalum, tin, tungsten, gold, and cobalt in the products they manufacture to reasonably assure that they are sourced in a way consistent with the Organisation for Economic Co-operation and Development (OECD) Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas or an equivalent and recognized due diligence framework.

### **8) Privacy**

Suppliers shall commit to protecting the reasonable privacy expectations of personal information of everyone they do business with, including suppliers, customers, consumers, and employees. Suppliers shall comply with privacy and information security laws and regulatory requirements when personal information is collected, stored, processed, transmitted, and shared.

### **9) Avoidance of Conflicts of Interest**

Suppliers must prevent and appropriately manage conflicts of interest and notify all relevant stakeholders of any actual or potential conflicts of interest.

#### **10) Compliance with Import and Export Laws**

Suppliers must understand and comply with all relevant import and export laws and regulations when exporting or importing products to the Socionext Group, or to third parties acting on behalf of the Group.

#### **11) Anti-Corruption and Anti-Bribery**

Suppliers must fully comply with all applicable anti-bribery and anti-corruption laws, including, but not limited to, the U.S. Foreign Corrupt Practices Act (FCPA), the UK Bribery Act, and other relevant regulations.

#### **12) Coexistence with Local Communities**

Suppliers shall respect the rights of people in local communities—such as rights related to forests, water resources, and land tenure—and aim for a relationship of coexistence and mutual prosperity. Suppliers shall not maintain or use any organizations or mechanisms that may infringe upon the rights of local community members.

### **E. MANAGEMENT SYSTEMS**

Suppliers shall adopt or establish a management system with a scope that is related to the content of this Code. The management system shall be designed to ensure: (a) compliance with applicable laws, regulations and customer requirements related to the supplier's operations and products; (b) conformance with this Code; and (c) identification and mitigation of operational risks related to this Code. It shall also facilitate continual improvement.

The management system shall contain the following elements:

#### **1) Company Commitment**

Suppliers shall establish human rights, health and safety, environmental and ethics policy statements affirming supplier's commitment to due diligence and continual improvement, endorsed by executive management. Policy statements shall be made public and communicated to workers in a language they understand via accessible channels..

#### **2) Management Accountability and Responsibility**

Suppliers shall clearly identify senior executive and company representative(s) responsible for ensuring implementation of the management systems and associated programs. Senior management reviews the status of the management systems on a regular basis.

#### **3) Legal and Customer Requirements**

Suppliers shall adopt or establish a process to identify, monitor and understand applicable laws, regulations, and customer requirements, including the requirements of this Code.

#### **4) Risk Assessment and Risk Management**

Suppliers shall adopt or establish a process to identify the legal compliance, environmental, health and safety, labor practice and ethics risks, including the risks of severe human rights and environmental impacts, associated with supplier's operations. Suppliers shall determine the relative significance for each risk and implement appropriate procedural and physical controls to control the identified risks and ensure regulatory compliance.

#### **5) Improvement Objectives**

Suppliers shall establish written performance objectives, targets and implementation plans to improve the supplier's social, environmental, and health and safety performance, including a periodic assessment of supplier's performance in achieving those objectives.

#### **6) Training**

Suppliers shall establish programs for training managers and workers to implement Supplier's policies, procedures, and improvement objectives and to meet applicable legal and regulatory requirements.

#### **7) Communication**

Suppliers shall establish a process for communicating clear and accurate information about supplier's policies, practices, expectations, and performance to workers, suppliers, and customers.

#### **8) Worker/Stakeholder Engagement and Access To Remedy**

Suppliers shall establish processes for ongoing two-way communication with workers, their representatives, and other stakeholders where relevant or necessary. The process shall aim to obtain feedback on operational practices

and conditions covered by this Code, and to foster continuous improvement. Workers shall be given a safe environment to provide grievance and feedback without fear of reprisal or retaliation.

#### **9) Audits and Assessments**

Suppliers shall conduct periodic self-evaluations to ensure conformity to legal and regulatory requirements, the content of the Code, and customer contractual requirements related to social and environmental responsibility.

#### **10) Corrective Action Process**

Suppliers shall establish a process for timely correction of deficiencies identified by internal or external assessments, inspections, investigations, and reviews.

#### **11) Documentation and Records**

Suppliers shall create and maintain documents and records to ensure regulatory compliance and conformity to company requirements along with appropriate confidentiality to protect privacy.

#### **12) Supplier Responsibility**

Suppliers shall establish a process to communicate Code requirements to suppliers and to monitor supplier compliance to the Code.

### **F. QUALITY AND SAFETY**

#### **1) Ensuring Product Safety**

When suppliers design products, they must ensure adequate product safety and consider their responsibility as a manufacturer when providing products. They must also consider the safety that the product should ordinarily provide, in addition to legal compliance.

Example Japanese laws regarding product safety include the Electrical Appliance and Material Safety Act, Consumer Product Safety Act, and Household Goods Quality Labeling Act. Safety standards are defined in bylaws and JIS standards, etc. Overseas safety standards include UL, BSI, and CSA standards, etc.

Effective measures for ensuring product safety include management such as traceability (history of materials, components, and processes, etc.) and swift handling to solve problems.

#### **2) Quality Management**

Suppliers must comply with all laws and regulations that apply to the quality of products and services, and are also required to establish appropriate frameworks and management systems for complying with their own quality standards and customer requirements.

#### **3) Providing Accurate Information on Products and Services**

Suppliers are required to provide information to customers and consumers that is correct, accurate and does not lead to misunderstandings. They must not provide false information or information that has been falsified.

### **G. INFORMATION SECURITY**

Suppliers must prevent leaks of confidential and personal information and strengthen information security. With the development of the advanced information technology society in recent years, information management is becoming more and more important. Problems with information management such as the leak of confidential information and personal information can have a profound effect on various stakeholders including the supply chain, in addition to the company itself and its customers.

Recognized management systems such as ISO27001 were referred to when establishing these guidelines, and may contain additional useful information.

#### **1) Defense from Cyber Attacks**

Suppliers are required to prevent trouble caused by cyber attacks, such as the leak or modification of information and the stopping of information systems. Since attackers can expand their target of attack based on customer and client information they obtain, the scope of damage from cyber attacks is not limited to the company in question. The devices subject to cyber attacks are expanding from conventional computers and servers to industrial systems and devices part of the IoT (Internet of Things), and countermeasures must also be implemented for such devices.

It is also important to establish a plan for rapid recovery from a remedy of cyber attack. Plans include data back up and redundancy of data server or data center.

**2) Protecting Personal Information**

Suppliers are required to comply with local laws and regulations to carefully handle the personal information of suppliers, customers, consumers, and employees. Personal information must only be collected, stored, processed, transmitted, and shared within the scope required to achieve the specified purpose it is used for.

**3) Preventing Leak of Confidential Information**

Suppliers are required to establish an appropriate framework and management system for managing the confidential information collected by the company or received from third parties and customers. This includes defining information management levels and employee training.

**H. BUSINESS CONTINUITY PLANNING**

The occurrence of large-scale natural disasters such as earthquakes and typhoons as well as terrorism, riots, infectious disease, and accidents may cause a major impact on business continuity. Suppliers must make appropriate preparations for such events to ensure that production operations can quickly resume, and thereby minimize impact on the supply chain.

Recognized management systems such as ISO22301 were referred to when establishing these guidelines and may contain additional useful information.

**1) Developing and Preparing a Business Continuity Plan**

Business continuity risks include large-scale natural disasters (such as earthquakes, tsunamis, floods, heavy rainfall, heavy snowfall, and tornadoes) as subsequent power outages, water outages, and traffic obstructions, accidents (such as fires or explosions), the spread of infectious and contagious diseases, and terrorism or riots. Advance countermeasures required include local recovery strategies indicating how to protect, mitigate, and recover the various elements of production sites from estimated damage. It is also important to secure alternative methods of recovery from damage when it takes longer than expected.

Suppliers must provide continuous training to employees so that they can act in the event of an actual disaster, and establish a manual for quickly recovering business according to a business continuity plan (BCP).

**[ Revision History ]**

Date of Revision	Ver.	Summary of Major Revisions
July 2023	Version 1	Established the “Socionext Group CSR Procurement Guidelines”
January 2026	Version 2	Revised the “Socionext Group CSR Procurement Guidelines” 1) P4 : Added a new chapter “3. Various policies based on the Socionext Group Basic CSR Policy” and modified the text structure accordingly. 2) P5 : Add “Negotiation and conclusion of contracts” 3) P6 : Add ”3.3 Safety and Health Policy” 4) P6 : Add items to “3.4 Environment Policy” 5) P6-7: Revised “3.5 Ethics Policy” 6) P7 : Add “3.6 Quality Policy” 7) P7 : Revised “3.7 Information Security Policy” 8) P7-8: Add “3.8 Business Continuity Policy” 9) P8 : Updated “4. Socionext Group Supplier Guidelines” to align with RBA Code of Conduct ver. 8.0 “ 10) Added the following items to “4. Socionext Group Supplier Guidelines” •P11 “9) Biodiversity Conservation” •P12 “10) Material Management” •P12 “9) Avoidance of Conflicts of Interest” •P12 “10) Compliance with Import and Export Laws”



		<ul style="list-style-type: none"><li>•P13 “11) Anti-Corruption and Anti-Bribery”</li><li>•P13 “12) Coexistence with Local Communities”</li></ul> <p>11) In addition to the above, formal wording and sentences were revised overall.</p>
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