

CMP Group Supplier Code of Conduct

1. Purpose

The CMP Group (the “Group”) seeks to contribute to the achievement of a sustainable society while enhancing corporate value, and promotes initiatives that take environmental, social, and governance (ESG) considerations into account throughout its supply chain.

This Code of Conduct sets out the Group’s expectations for all suppliers who do business with the Group with respect to legal compliance, respect for human rights, occupational health and safety, environmental protection, and ethical business conduct.

We request all suppliers understand and comply with this Code while putting it into practice both within their own operations and throughout their supply chains.

2. Compliance and Business Ethics

(1) Compliance with Laws and Regulations

Suppliers must comply with all applicable laws, regulations, and industry standards in the countries and regions where business is conducted, and respect internationally recognized standards of conduct.

(2) Anti-Corruption

Bribery, embezzlement, extortion, the provision of improper advantages, and all other forms of corruption are prohibited.

Business dealings with public officials and private-sector companies must be conducted in accordance with high ethical standards.

(3) Fair Competition

Compliance with applicable antitrust and other competition laws is required. Bid rigging, abuses of dominant positions, unfair restrictions on trade, and all other anticompetitive conduct are prohibited.

(4) Exclusion of Antisocial Forces

Any and all relationships with organized crime groups (*boryokudan*), companies affiliated with such groups, corporate extortionists (*sokaiya*), and other antisocial forces are prohibited.

(5) Import/Export Controls and Economic Sanctions

Compliance with export control laws and regulations, economic sanctions, and other trade-related regulations is required, and appropriate compliance systems and controls must be established.

(6) Prevention of Conflicts of Interest

In dealings with the Group, conflicts of interest must be avoided to ensure fair and objective judgment.

If personal interests or relationships affect, or may affect, impartial business judgment, prompt disclosure to the Group and appropriate management of any actual or potential conflicts of interest are required.

3. Human Rights and Labor

(1) Prohibition of Forced Labor

Human trafficking, slave labor, bonded labor, and other forms of involuntary labor are prohibited.

Employees must be provided with working environments that allow them to work of their own free will.

(2) Prohibition of Child Labor

No child below the minimum working age prescribed by applicable laws and regulations may be employed.

Hazardous work must not be assigned to workers under the age of 18.

(3) Prohibition of Discrimination

Discrimination on the basis of race, nationality, gender, age, religion, creed, disability, sexual orientation, gender identity, marital status, or any other attribute is prohibited.

(4) Prohibition of Harassment

Physical or psychological abuse, power harassment, sexual harassment, and all other forms of conduct that violate personal dignity are prohibited.

(5) Freedom of Association and the Right to Collective Bargaining

The rights of employees to freedom of association and collective bargaining must be respected.

(6) Working Hours and Wages

Compliance with applicable laws and regulations, appropriate management of working hours, and payment of proper compensation, including minimum wages, overtime pay, and statutory benefits, are required.

4. Occupational Health and Safety

(1) Occupational Safety

Risks associated with chemicals, equipment, machinery, electricity, fire, and other hazards must be identified, with necessary measures taken to ensure employee safety.

(2) Chemical Substance Management

Chemicals, including coatings, resins, solvents, pigments, and additives, must be appropriately managed in accordance with relevant laws and regulations in each country and any applicable Safety Data Sheets (SDSs). Measures must also be taken to prevent leaks, fires, explosions, and adverse health effects.

(3) Emergency Preparedness and Response

Emergency response plans must be established for fires, natural disasters such as earthquakes, chemical leaks, and other emergencies, and these plans must be reinforced through regular drills.

(4) Health Management

Health checkups and other necessary measures must be implemented to maintain employee health and prevent illness.

5. Environment

(1) Climate Change Response

Suppliers must strive to reduce greenhouse gas (GHG) emissions and energy consumption while promoting energy-saving initiatives.

Suppliers are also expected to track GHG emissions, set reduction targets, and make greater use of renewable energy.

(2) Pollution Prevention and Management of Chemicals and VOCs

Measures for preventing pollution of the air, water, and soil, as well as appropriate management of volatile organic compounds (VOCs) and other hazardous chemicals, are required.

Compliance with emission standards prescribed by applicable laws and regulations is required, as are ongoing efforts aiming to prevent environmental pollution and reduce environmental impact.

(3) Waste Management

Suppliers are expected to reduce waste generation, promote recycling, ensure proper waste treatment, and support the transition to a circular economy.

(4) Conservation of Water Resources

Efforts aiming to reduce water use and properly manage wastewater are required as part of broader efforts to conserve water resources and promote their sustainable use.

(5) Biodiversity Conservation, Prevention of Deforestation, and Land Conservation

Business activities must be conducted with due consideration for biodiversity and the natural environment.

Suppliers are expected to prevent deforestation and forest degradation, reduce environmental impacts associated with land use, support land conservation, and minimize impacts on local communities and ecosystems.

Raw-material sourcing must account for the need to prevent illegal logging, forest destruction, and activities resulting in the loss of natural ecosystems while supporting the sustainable use of resources.

(6) Improving Resource Efficiency

Consumption of raw materials, energy, water, and other natural resources must be tracked to support efficient use.

Efforts aiming to advance resource circulation and reduce environmental impact must include reducing resource consumption and expanding reuse and recycling.

(7) Provision of Environmental Data

At the Group's request, suppliers must cooperate in providing data on GHG emissions, energy consumption, water use, and other environmental matters.

6. Quality, Product Safety, and Supply

(1) Quality Assurance

Quality assurance processes must ensure all raw materials, products, and services rendered meet contractual specifications.

(2) Product Safety

Products supplied must be safe and reliable and meet both customer requirements and applicable laws and regulations in each country.

(3) Management of Chemical Substances Contained in Products

Information on chemical substances contained in products must be appropriately managed in accordance with customer requirements and applicable laws and regulations in each country. Any necessary information must also be provided to the Group upon request.

(4) Responsible Sourcing of Raw Materials

Suppliers are expected to ensure the traceability of raw materials and avoid using materials associated with conflict, human rights abuses, environmental destruction, or similar issues.

(5) Maintaining Stable Supply

In the event of a potential supply interruption or delay, information must be shared promptly, and suppliers must cooperate with the Group to maintain stable supply.

7. Information Management

(1) Protection of Confidential Information

Confidential information associated with the Group or other companies, organizations, or individuals must be appropriately managed to prevent leaks, unauthorized use, and unauthorized disclosure.

(2) Protection of Personal Information

Personal information must be handled appropriately and in compliance with applicable personal information protection laws and other relevant laws and regulations.

(3) Cybersecurity

Risks such as unauthorized access to information systems, malware infections, and data leakage must be managed through the implementation of appropriate information security measures.

8. Whistleblowing System

Suppliers must establish whistleblowing systems for reporting suspected violations of this Code or applicable laws and regulations while ensuring any individuals making reports face no retaliation or other adverse treatment.

9. Applying the Code Throughout the Supply Chain

Suppliers must hold business partners and contractors to standards equivalent to those set out in this Code while ensuring sustainable procurement practices throughout the supply chain.

10. Requests from the CMP Group

The Group may request suppliers conduct self-assessments, respond to questionnaires, undergo audits, or implement corrective actions regarding their compliance with this Code.

If a serious violation is identified and improvement is not anticipated, the Group may suspend or otherwise review its business relationship with the supplier.