

「Partnership Building Declaration」

We declare that we will focus on the following items in order to build new partnerships by promoting collaboration, coexistence and mutual prosperity with our supply chain partners and business operators seeking to create value.

1. Coexistence and Mutual Prosperity throughout the Supply Chain and New Collaboration beyond Scale and Affiliation

By reaching out to the next trade partners through our direct business partners (from "Tier N" to "Tier N+1"), we aim to increase added value in the entire supply chain and build a prosperous relationship with our business partners by collaboration that goes beyond existing business relationships and corporate size. In doing so, we will also provide support to our business partners, such as advising them on the introduction of teleworking and the formulation of BCP (Business Continuity Plans), from the perspective of work style reform and business continuity in the event of a disaster.

We will work with our business partners to reduce CO2 emissions and achieve carbon neutrality throughout the entire supply chain.

2. Compliance with the Promotion Standards

We will comply with desirable trade practices between parent companies and subcontractors (the "Promotion Standards" based on the Subcontracting Small and Medium Enterprise Promotion Act) and will actively work to correct trade and business practices that are an obstacle to building partnerships with business partners.

① Pricing Methodology

We will not make unreasonable requests for cost reductions. When determining transaction prices, we will hold discussions with subcontractors at least once a year, and will make decisions through sufficient discussions that include fair profits for subcontractors and enable them to improve their working conditions. In doing so, we will make decisions after appropriately taking the actions set out in the "Guidelines for Price Negotiations for Appropriate Pass-through of Labor Costs." In addition, in the event of a rise in raw material or energy costs, we will aim to pass on the appropriate amount of the cost increase in full. Furthermore, when entering into a contract, including determining transaction prices, we will clearly state and provide the terms of the contract in writing or other documents.

② Cost Burden for Mold Management, etc.

In line with the "Basic Concepts and Principles of Mold Trading" and the "Memorandum on Handling of Molds" set out in the "Report of the Council for

Promoting the Fairness of Mold Trading", we will conduct transactions of molds, promote the disposal of unnecessary molds, and will not request subcontractors to store molds free of charge.

③ Payment Terms such as Bills

Payment will be made in cash whenever possible. If payment is made by notes, etc., discount fees will not be borne by subcontractors, and payment terms will be within 60 days.

④ Intellectual Property and Know-how

We will conduct transactions based on the "Basic Principles" and "Contract Templates" set out in the "Guidelines for Intellectual Property Transactions," and will not require the conclusion of unilateral confidentiality agreements, the disclosure of know-how by exploiting our trading position, or the free transfer of intellectual property rights.

⑤ Impact of Work Style Reforms, etc.

In order to help our business partners respond to work style reforms, we will not place an order requesting short lead time or make sudden changes to specifications without offering fair cost burdens to our subcontractors. In the event of a disaster, we will not impose unilateral burdens on our subcontractors in terms of transactions, and will consider the continuity of business relationships as much as possible when business resumes.

3. Others

We will work with our business partners to procure products that reduce environmental impact and adhere to ethical business practices.

2025/3/31

ICHIKOH INDUSTRIES, LTD.

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