

The Odakyu Group Sustainable Supply Chain Policy

The Odakyu Group, with the Odakyu Electric Railway Co., Ltd. at its core, has adopted creating and providing “irreplaceable times” and “rich and comfortable lifestyles” as the Group's management principle. The Group implements sustainability management. This means thinking outside the box and continually taking on challenges to evolve into a company that will create new value for communities in terms of customer experience and a reduced environmental footprint. It also involves providing new customer value through our business activities while considering the sustainability of society as a whole in order to continually increase sustainability.

Based on the Group's management principle, the Group will promote in all transactions, including procurement activities in Japan and overseas, across the entirety to its supply chain, activities for ensuring customer safety and security, compliance with laws and regulations, high quality, fair prices, observance of delivery dates, respect for human rights, and the preferential purchase of environmentally friendly products and materials (green procurement) which will contribute to the “Odakyu Group Carbon Neutrality 2050” strategy.

This policy sets out matters to be observed and a basic approach for implementing sustainable corporate activities in light of the Odakyu Group's six material issues.

<Scope of application>

This policy applies to the entire supply chain including business partners associated with all products, services and raw materials procured by or supplied to the Group.

<Matters to be observed>

1. Ensuring safety and security

(1) Ensuring the safety of products and services, etc.

Ensuring safety is a prerequisite to providing “excellent quality” and “a moving experience” to customers. We put safety first, and strive for permanence and stability in our procurement and provision of products and services, etc. that will inspire confidence and trust in customers and society.

(2) Ensuring quality

We endeavor to ensure high quality in all aspects of our operations, not only in our products and services, etc. themselves but also in after-sales services or in the event of issues. Through the pursuit of improvements in quality and performance, etc. in response to the constantly changing market and customer feedback, we strive to procure and provide products and services, etc. that will foster lasting confidence and trust from

society.

(3) Transactions based on fair prices and observance of delivery dates

We pursue fair prices, minimize life cycle costs and otherwise endeavor to procure and provide products and services, etc. that help provide “excellent quality” and “a moving experience”. We require that our business partners are capable of supplying the parts and materials that are essential for the products and services, etc. we provide to our customers on a permanent and stable basis and that they observe delivery dates and deadlines.

(4) Development of BCP

To prepare for disasters and other unforeseen circumstances, we establish business continuity plans (BCP).

2. Observance of laws and regulations and corruption prevention

(1) Compliance with laws and regulations and societal norms

We act sensibly and responsibly, in compliance with the laws and regulations in Japan and the local markets in which we operate (includes all other applicable rules) and based on an understanding of societal norms and corporate ethics.

(2) Pursuit of equity and fairness

We conduct transactions fairly based on equitable, fair, transparent and free competition, and we do not engage in anti-competitive conduct.

(3) Prevention of corrupt practices

We prevent the giving or receiving of entertainment, favor or money, etc. that exceeds socially acceptable norms in relation to business partners, politicians, civil servants, etc. for the purpose of gaining undue or improper advantage. We also do not tolerate and do not engage in corrupt practices, including the giving and receiving of bribes, conflicts of interest, embezzlement, demands for the provision of benefit, bid rigging and the abuse of our own authority or position or that of a third party. We also strive to develop systems to prevent corrupt practices.

(4) Severance of relations with antisocial forces

We do not have any relationships with antisocial forces or organizations that pose a threat to social order or safety and we take a decisive stance against unreasonable demands.

(5) Protection of intellectual property

We protect intellectual property rights (rights stipulated in laws and regulations or protected under laws and regulations with respect to patents, utility model rights, breeder's rights, design rights, copyright, trademark rights and other intellectual

property) possessed by us or attributed to us to prevent infringement by third parties and we also respect intellectual property rights attributed to third parties.

(6) Establishment of internal whistleblowing and consultation systems and protection of whistleblowers

We develop systems that allow those affected by compliance-related issues or human rights violations or harassment to file whistleblowing reports and seek advice. In addition, we treat the personal information of persons associated with whistleblowing reports or consultations in strict confidence, and take appropriate measures to ensure that those who have lodged whistleblowing reports or sought consultation are not subjected to retaliation or other disadvantageous treatment for having done so.

3. Respect for human rights and consideration for work environments

Based on the Odakyu Group's Human Rights Policy, we observe the following.

(1) Respect for human rights and avoidance of complicity in human rights violations

We conduct business activities based on respect for the human rights of individuals and we also respect the culture, customs, ethnicity, community, etc. of the residents in the regions in which we operate. We also give due consideration to ensure that our business activities do not involve human rights violations by third parties.

(2) Elimination of discrimination and respect for the rights of socially vulnerable people and minorities

Discrimination against anyone because of a protected characteristic such as nationality, race, age, sex, sexual identity or sexual orientation, political opinion, religion, thoughts and beliefs, being pregnant, being married, or having a disability, and any conduct that affronts the dignity of individuals is eliminated, and we endeavor to ensure equal opportunity in employment and work practices. In addition, we respect the rights of socially vulnerable people and social minorities.

(3) Prohibition of harassment

We prohibit physical and emotional abuse, bullying and all other forms of harassment and take a zero-tolerance approach towards such behavior.

(4) Prohibition of forced or compulsory labor

We respect the free will of individuals and do not make use of forced labor when people are forced to work against their will. We also do not tolerate bonded labor and human trafficking.

(5) Prohibition of child labor

We do not employ children younger than the minimum working age. In addition, we do not require persons under the age of 18 to engage in hazardous work.

(6) Respect for the freedom of association, right of collective bargaining and other workers' rights

We respect the right of workers to freedom of association and collective bargaining as a means of achieving labor-management consultation about the work environment, wage levels, etc. as well as other workers' rights.

(7) Proper management of working hours, etc.

We properly manage working hours, and the granting of holidays and leave, etc. in accordance with laws and regulations and do not allow workers to work illegally long hours.

(8) Payment of fair wages

In accordance with local laws and regulations, we do not make unfair pay cuts and pay wages fairly in compliance with all pay-related laws and regulations including requirements on minimum pay, overtime work and statutory benefits.

(9) Safety and health measures

We implement appropriate safety measures including conducting inspections and developing rules necessary to ensure safety, and we identify tasks that are physically demanding or harmful to health and implement countermeasures such as providing training and protective gear. Through such measures, we ensure safe and hygienic work environments where workers can work in good health and strive to prevent work accidents and occupational diseases.

4. Consideration of the environment

In accordance with the Odakyu Group Carbon Neutrality 2050 strategy, we will implement the following.

(1) Realization of a decarbonized society

We endeavor to gain an understanding of our energy use, our emissions of carbon dioxide and other greenhouse gases, and other environmental impacts associated with our use of resources not only in our business activities but throughout the life cycle of our products and services, etc. We actively publish and disclose environment-related information in an appropriate manner. We also give due consideration to impacts on the environment and human health, promote emission reductions and the use and emergence of renewable energy, and seek to use energy efficiently. Additionally, when manufacturing and using products and services, etc. and when carrying out construction, we prefer to use resource-saving and energy-saving products that use less resources such as oil and electricity and consume less energy than products used previously.

(2) Creation of a resource recycling-oriented society

We dispose of waste in an appropriate manner, and also focus on reducing waste based on the 3Rs (reduce, reuse, recycle) and implement green procurement as follows.

(i) Use of products that can be used for a long time

We preferentially purchase products that can be used for a long time, taking into consideration durability, ease of repair and parts replacement, adequacy of repair and maintenance services and their duration.

(ii) Use of recycled products

We strive to create a recycling-oriented society by preferentially purchasing products made using recycled materials or reused parts.

(iii) Promotion of reuse and recycling

We thoroughly sort items that are no longer needed and actively try to reuse and recycle them.

(iv) Ease of proper treatment and disposal

We purchase products that have been designed based on consideration of factors such as the degradability of combustible and non-combustible materials, the ease of sorting and removal of hazardous materials, and impact on incineration facilities and landfill sites.

(3) Protection and utilization of nature (biodiversity initiatives)

We conduct business activities based on respect for biodiversity and consideration of impacts on the surrounding environment (forests, rural towns, rivers and oceans) and the ecosystem. We take action to protect precious natural resources, including preventing pollution of the air, water and soil, properly managing chemical substances, working to prevent the emission of pollutants, and also focusing on the efficient use of water resources, considering preservation of the water resources used in connection with our business activities, and preventing hazardous wastewater.

5. Appropriate information management

(1) Timely and appropriate information disclosure about products and services, etc.

In the event of important situations in which explanations of products and services, etc. will impact judgments on whether they are required or in the event of emergency situations, we sincerely strive to ensure accuracy and understanding.

(2) Prevention of information leakage

We manage information appropriately based on a clear distinction between, and understanding of, information to be disclosed and confidential information. We develop appropriate information management systems to protect the information we handle, including personal information, private information and confidential information, and to

prevent information leakages.

6. Building of relationships of trust with business partners

Leveraging the trust built through greater communication with business partners, we act as a partner that provides “excellent quality” and “a moving experience” to customers and work with our business partners to build a sustainable and robust supply chain and to grow alongside them.

Established: January 1, 2024