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JDI Supply Chain Sustainability Guidebook (Version 4.0)

January 2025

Japan Display Inc.

Introduction

In recent years, the business landscape has undergone significant diversification and change due to the globalization of corporate activities and the evolution of an information-based society. Within this context, electronics companies are playing a pivotal role in the development of the information society. However, alongside this progress, we face social challenges such as global warming, global health and welfare, equality, and more. There is a growing interest in corporate initiatives aimed at creating a sustainable society. Under these circumstances, it is crucial for businesses to consider their impact on the environment, society, and economy in their operations. They are expected to not only pursue profits but also conduct their activities from a long-term perspective, promoting "sustainability" initiatives.

As evidenced by the revision of the Corporate Governance Code at the Tokyo Stock Exchange and the review of the "Charter of Corporate Behavior" by Keidanren (Japan Business Federation), a major economic organization in Japan, sustainability is drawing increasing social attention. Many companies across various industries are actively promoting it. Globally, interest in sustainability is on the rise, as shown by the United Nations' advocacy for the Global Compact, the promotion of the Sustainable Development Goals (SDGs), and the establishment of the Responsible Business Alliance (RBA) code of conduct. The demand for corporate initiatives in this area is expected to intensify in the future. Additionally, from a supply chain management perspective, as consumer interest in the entire business process, including product manufacturing and sales, grows, companies need to promote sustainability not only in their own activities but also within their suppliers' practices. We believe that mutual prosperity of the entire supply chain can be achieved when all businesses involved in the series of processes, such as development, production, sales, and services, cooperate to meet societal demands.

JDI has established the "JDI Supply Chain Sustainability Promotion Guidebook" to articulate our policy on supply chain sustainability, foster a shared understanding with our suppliers, and encourage proactive initiatives. The attached "check sheet" is designed to diagnose and evaluate the status of efforts on the sustainability items covered in this guidebook.

Sustainability should be addressed by each company from its own standpoint. Suppliers are also encouraged to actively promote sustainability activities by referring to this guidebook and other resources.

NOTE: This guidebook has been compiled and edited with reference to the "Code of Conduct Version 8.0" revised by the Responsible Business Alliance (RBA) in January 2024, and the "Responsible Corporate Behavior Guidelines Ver.1.1" revised by the Japan Electronics and Information Technology Industries Association (JEITA) in March 2023.

RBA Code of Conduct : <https://www.responsiblebusiness.org/code-of-conduct/>

JEITA : <https://www.jeita.or.jp/cgi-bin/public/detail.cgi?id=788&cateid=1>

Additionally, this guidebook is based on and respects internationally recognized standards, including:

- OECD Guidelines for Multinational Enterprises
- United Nations Guiding Principles on Business and Human Rights
- ILO Declaration on Fundamental Principles and Rights at Work
- ILO Core Conventions
- United Nations Universal Declaration of Human Rights

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Responsible Departments:

Sustainability Department

Procurement Division, Procurement Administration Section

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A. RESPECTING THE LAWS AND INTERNATIONALLY RECOGNIZED STANDARDS

Companies must respect internationally recognized standards in addition to complying with the laws and regulations of their home country as well as countries and regions where they conduct business.

B. LABOR

Companies 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:

B1) 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. Companies 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.

B2) 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. Companies 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. Companies 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. Companies 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.

B3) Working Hours

Working hours shall not exceed the maximum set by local law. All overtime shall be voluntary. Workers shall be allowed at least one day off every seven days.

B4) 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.

B5) Non-Discrimination/Non-Harassment/Humane Treatment

Companies 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).

B6) 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, companies 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.

C. HEALTH AND SAFETY

Companies 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. Companies 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:

C1) 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.

C2) 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.

C3) 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. Companies shall allow workers to remove themselves from imminent harm, and not return until the situation is mitigated, without fear of retaliation.

C4) 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. Companies shall provide workers with safe and healthy working environments, which shall be maintained through ongoing, systematic monitoring of workers' health and working environments. Companies shall provide occupational health monitoring to 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.

C5) 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.

C6) Machine Safeguarding

Production and other machinery shall be evaluated for safety hazards. Physical guards,

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

C7) 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 企業 company

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.

C8) Health and Safety Communication

Companies 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.

D. ENVIRONMENT

Across all business functions, Companies recognize that environmental responsibility is integral to producing world-class products. Companies 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. In addition, considering the potential impact of climate change, one of the global environmental issues, on its business activities, companies must anticipate and implement measures against such risks.

The environmental standards are as follows:

D1) 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.

D2) Pollution Prevention and Resource Conservation

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.

D3) 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.

D4) Solid Waste

Companies 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.

D5) 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. Companies shall conduct routine monitoring of the performance of its air emission control systems.

D6) Materials Restrictions

Companies 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.

D7) Water Management

Companies 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. Companies shall conduct routine monitoring of the performance of its wastewater treatment and containment systems to ensure optimal performance and regulatory compliance.

D8) Energy Consumption and Greenhouse Gas Emissions

Companies 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. Companies shall look for methods to improve energy efficiency and to minimize their energy consumption and greenhouse gas emissions.

E. ETHICS

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

E1) Business Integrity

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

E2) 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.

E3) Disclosure of Information

All business dealings shall be transparently performed and accurately reflected on the company's business books and records. Information regarding company'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.

E4) 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.

E5) Fair Business, Advertising and Competition

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

E6) Protection of Identity and Non-Retaliation

Programs that ensure the confidentiality, anonymity, and protection of supplier and employee whistleblowers^{*2} shall be maintained, unless prohibited by law. Companies shall have a communicated process for their personnel to be able to raise any concerns without fear of retaliation.

² Whistleblower definition: Any person who makes a disclosure about improper conduct by an employee or officer of a company, or by a public official or official body.

E7) Responsible Sourcing of Minerals

Companies 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 Organization 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.

F. QUALITY AND SAFETY

Companies must ensure the safety and quality and provide correct and accurate information on provided products and services.

F1) Ensuring Product Safety

Companies must fulfill their responsibility as a supplier by ensuring that products meet safety standards stipulated by national laws and conduct design, manufacturing, and sales to ensure adequate product safety.

F2) Quality Management

Companies must comply with their own quality standards and customer requirements in addition to all laws and regulations applicable to the quality of products and services.

F3) Providing Accurate Information on Products and Services

Companies must provide correct and accurate information on products and services that will

not cause misunderstandings.

G. INFORMATION SECURITY

Companies must prevent leaks of confidential information and personal information, and enhance information security.

G1) Defense from Cyber Attacks

Companies must implement protective measures against threats such as cyber attacks and conduct management to prevent damage to the company and others.

G2) Protecting Personal Information

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

G3) Preventing Leak of Confidential Information

Companies must appropriately manage and protect the confidential information not only of their own but also received including from customers and third parties.

H. BUSINESS CONTINUITY PLANNING

Companies must prepare to ensure that they can quickly resume business activities in order to fulfill their responsibility of supply in the event that the company or a business partner becomes a victim of such as a large-scale natural disaster. It is also necessary to consider risk reduction measures such as maintaining inventory to minimize the impact on supply to customers.

H1) Developing and Preparing a Business Continuity Plan

Companies must identify and assess risks to business continuity, examine their impact on the business, and establish preparatory measures required in the medium to long term and a business continuity plan (BCP) that indicates the status of those initiatives.

I. MANAGEMENT SYSTEMS

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

The management system shall contain the following elements:

I1) Company Commitment

Companies shall establish human rights, health and safety, environmental and ethics policy statements affirming company'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.

I2) Management Accountability and Responsibility

Companies 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.

I3) Legal and Customer Requirements

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

I4) Risk Assessment and Risk Management

Companies shall adopt or establish a process to identify the legal compliance, environmental, health and safety^{*3}, labor practice and ethics risks, including the risks of severe human rights and environmental impacts, associated with company's operations. Companies shall determine the relative significance for each risk and implement appropriate procedural and physical controls to control the identified risks and ensure regulatory compliance.

^{*3} Areas to be included in a risk assessment for environmental health and safety are production areas, warehouse and storage facilities, plant/facilities support equipment, laboratories and test areas, sanitation facilities (bathrooms), kitchen/cafeteria and worker housing/dormitories.

I5) Improvement Objectives

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

I6) Training

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

I7) Communication

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

I8) Worker/Stakeholder Engagement and Access To Remedy

Companies 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 guidebook, and to foster continuous improvement. Workers shall be given a safe environment to provide grievance and feedback without fear of reprisal or retaliation.

I9) Audits and Assessments

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

I10) Corrective Action Process

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

I11) Documentation and Records

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

I12) Proper Import/Export Control

Companies must maintain a clear management system and conduct appropriate procedures for the import and export of technologies and goods regulated by law.

I13) Supplier Responsibility

Companies shall establish a process to communicate guidebook requirements to suppliers and

to monitor supplier compliance to the guidebook.