

## **Declaration of Partnership Building**

The Pack Corporation hereby pledges to focus on undertaking the following measures to build new partnerships by achieving structures for partnership, coexistence, and shared prosperity with its business partners within supply chains and other business operators who pursue value creation.

### **1. Coexistence and shared prosperity across the supply chain and new partnerships unconstrained by business scales, affiliation, etc.**

We aim to achieve coexistence and shared prosperity with our business partners by increasing added value across the supply chain and fostering partnerships unconstrained by existing transaction relationships, business scales, and other factors. To this end, we will engage with our indirect business partners through our direct business partners (from Tier N to Tier N+1). To ensure business continuity to address disaster or other emergency situations and respond to work style reforms, our support activities for business partners will include consultations on introducing the teleworking system and formulating business continuity plans (BCPs).

Specific measures:

- Working to increase added value across the supply chain in terms of consideration for the environment by giving preference to the procurement from business partners who are actively engaging in environmentally friendly activities, such as processing and selling raw materials that contribute to decarbonization and reduction of environmental impact (greening initiative—green procurement).
- Working to actively develop innovative materials for use as raw materials for eco-friendly products by fully leveraging technologies and know-how held by The Pack Corporation and its business partners, thereby building partnerships unconstrained by existing transaction relationships, business scales, and other factors to achieve coexistence and shared prosperity with business partners (partnership among companies—open innovation).

### **2. Compliance with the promotion standards**

We will comply with ideal transaction practices between entrusting companies and small- and medium-sized subcontractors (“promotion standards” based on the Act on the Promotion of Subcontracting Small and Medium-sized Enterprises) and actively correct transaction and business practices that hinder the building of partnerships with business partners.

**(1) Price determination process**

We will not request unreasonable cost reductions. In determining a transaction price, we will hold talks when requested to do so by small- and medium-sized subcontractors and fully discuss all issues to ensure appropriate profits for such subcontractors, with due consideration of, for example, the effects of rising raw material and labor costs. On the conclusion of a contract, including determination of a transaction price, we will explicitly present and issue the contract terms in writing or similar manner.

**(2) Cost-bearing responsibility for tasks such as mold management**

We will establish the terms related to management of molds through contracts and other arrangements with small- and medium-sized subcontractors. We will not unilaterally ask such subcontractors to maintain the molds at no cost without the subcontractors' will even if contracts stipulate that we own the molds. In addition, we will encourage the subcontractors to discard molds that are no longer needed.

**(3) Payment terms for notes payable and other payables**

In accordance with applicable laws and regulations, we will make payment of fees for services such as contracted manufacturing to small- and medium-sized subcontractors in cash within 60 days of receipt of the products.

**(4) Intellectual property and know-how**

We will proceed transactions in accordance with guidelines and contract document templates concerning intellectual property transactions. In addition, with due consideration of technology, know-how, and other confidential information held by small- and medium-sized subcontractors, we will use a bilateral contract form for nondisclosure contracts to be concluded with small- and medium-sized subcontractors. We will also not take advantage of our position in transactions to demand that such subcontractors disclose their know-how or transfer their intellectual property at no cost.

**(5) Extra burdens associated with work style reforms and other factors**

So that small- and medium-sized subcontractors can also respond to work style reforms, we will not place orders that require shorter lead times or sudden changes in specifications without bearing appropriate costs. We will take care to avoid unilaterally imposing transactional burdens on small- and medium-sized subcontractors in the event of disaster or other emergency

situations and to ensure the continuity of transaction relationships to the extent possible when they resume operations.

### **3. Other**

Our Corporate Philosophy includes the statements: “We value and nurture people,” and “We fulfill our social responsibilities by promoting initiatives related to the global environment and other issues.”

Under these articulations of our Corporate Philosophy, we will commit to achieving coexistence and shared prosperity with our business partners as well as actively advancing initiatives for achieving the sustainable development goals (SDGs) and environmental, social, and governance (ESG) efforts. We will strive to promote awareness of and spread our Corporate Philosophy and corporate activities in transaction relationships with business partners, thereby increasing added value and achieving coexistence and shared prosperity across the supply chain.

September 12th, 2025

Naoki Nakamura, President and CEO, The Pack Corporation

Name (authorized representative), title, company name