

Partnership Building Declaration

We commit to the following key initiatives to foster new partnerships by promoting collaboration and mutual prosperity with our supply chain partners and value-creating businesses.

1. Mutual Prosperity Across the Supply Chain and New Alliances Beyond Scale and Affiliations:

We will enhance the added value of the entire supply chain by encouraging our direct business partners to collaborate with their partners (from “Tier N” to “Tier N+1”). Additionally, we aim to foster mutual prosperity with our business partners through collaboration that transcends existing business relationships, corporate scale, and affiliations. Furthermore, from the perspective of business continuity in times of disaster and workstyle reforms, we will support our business partners by promoting telework adoption and providing guidance on developing Business Continuity Plans (BCPs).

In accordance with “The Dai-ichi Life Group Code of Conduct”, we will foster partnerships with diverse business partners and strive to build a sound relationship of mutual prosperity by upholding behaviors that earn the trust and confidence of all stakeholders.

- Basic Principles:

- ① Compliance with Laws and Regulations:

We will adhere to the laws and regulations of each country and our company, conducting ourselves with integrity and a strong sense of ethics.

- ② Respect for Human Rights:

We will respect the human rights of all individuals and actively promote awareness and education on human rights.

- ③ Commitment to a Sustainable Society and Future:

Recognizing our social responsibility, we will take proactive and continuous action to address social issues, including environmental protection.

2. Compliance with the “Promotion Standards”:

We will adhere to desirable business practices between parent companies and subcontractors, as outlined in the “Promotion Standards” under the “Law for the Promotion of Small and Medium-Sized Subcontractors”. Additionally, we will actively work to eliminate business and commercial practices that may hinder the development of strong partnerships with our business partners.

- ① Pricing Method:

We will not make unreasonable demands for cost reductions. When determining transaction pricing, we will engage in discussions with partner companies at least once a year and make decisions thorough consultation. Our goal is to ensure that pricing includes appropriate profits for partner companies and supports the improvement of their labor conditions. In making these decisions, we will adhere to the Guidelines for Price Negotiations for Appropriate Shifting of Labor Costs and take the necessary actions accordingly. Additionally, in cases of rising raw material or energy costs, we will aim to fully pass on the appropriate increase in costs. When finalizing contracts—including the determination of transaction pricing—

we will clearly state and provide the terms and conditions in writing or other appropriate formats.

② Payment Terms:

We will make payments to our partners in cash whenever possible. Payment terms will be set within 60 days.

③ Intellectual Property & Know-How:

Transactions will be conducted in accordance with the "Basic Policies" and "Model Contract" outlined in the "Guidelines for Intellectual Property Transactions". We will not require unilateral non-disclosure agreements (NDAs), disclosure of know-how by exploiting our business position, or the free transfer of intellectual property rights.

④ Impact of Work Style Reforms, etc.:

To ensure that our business partners can also adapt to changes in work styles, we will not place orders with unreasonably short delivery times or make sudden specification changes without appropriate cost-sharing. In the event of a disaster or other emergencies, we will avoid imposing unilateral burdens on our partner companies. Additionally, when resuming business operations, we will make every effort to maintain business relationships whenever possible.

3rd March 2025

The Dai-Ichi Life Techno Cross Co. Ltd

Representative Director, President

Chief Executive Officer: Isamu Ando