

Umios Group Supplier Guidelines

The 4th Edition (Revised in August 2026)

Umios Corporation

1. Introduction

The Umios Group will work together with its business partners to build a supply chain that realizes our Purpose and practices our Mission, conducting sincere business activities and fulfilling our social responsibility through procurement activities.

The Umios Group ensures that the "10 Principles of the UN Global Compact" and the International Standard "ISO26000," which set out social responsibility in the areas of human rights, labor practices, environment, and other areas, are reflected in our Code of Conduct as reference benchmarks, and has established the "Umios Group Human Rights Policy," "Umios Group Environmental Policy," and "Umios Group Basic Procurement Policy."

This Guideline aims to enhance the competitive advantage of the supply chain together with our business partners and build a sustainable supply chain through the following initiatives, in order to contribute to the development of society:

[Organization Governance] [Respect for Human Rights] [Appropriate Labor Practices] [Consideration of the Environment] [Fair Business Practices] [Response to Consumer Issues] [Contribution to Regional Community] [Deployment to Supply Chain]

In order to promote social responsibility in the supply chain based on this philosophy, it is essential for our business partners to understand and cooperate with the philosophy of the Umios Group.

We sincerely request your understanding and active cooperation.

Umios Group Purpose

For the ocean, for life

Umios Group Mission

Umios Group's cherished responsibility is to contribute to the happiness and well-being of all, starting with authentic, safe, and healthy food.

2. Guidelines

I. Organization Governance

Legal Compliance in Business Activities

- We request that you comply with laws, regulations, and other applicable requirements of each country, as well as ethical and social norms.

Information Disclosure

- We request that you actively disclose information to stakeholders.

Exclusion of Antisocial Forces

- We request that you not commit any acts, directly or indirectly, whether in Japan or overseas, which would promote activities of antisocial forces and groups that pose a threat to the order and safety of civil society.

Elimination of IUU fishing

- We request that you ensure that the marine products you procure are not involved in IUU fishing through thorough traceability.

II. Respect for Human Rights

Prohibition of Forced Labor and Child Labor

- We request that you exclude and not be complicit in any form of forced labor or child labor that infringes on fundamental human rights.

Prohibition of Harassment

- We request that you eliminate any form of harassment that infringes on fundamental human rights.

Prohibition of Discrimination

- We request that you eliminate discrimination in employment and occupation that infringes on fundamental human rights.

Respect for Rights of Local Residents and Indigenous People

- We request that you ensure that your business activities do not adversely affect the livelihoods, health, culture, and environment—including land, water, and natural resources—of local residents and indigenous peoples.

Access to Remedy and Redress

- If it becomes clear that your business activities have caused or contributed to negative impacts on human rights, we request that you promptly work to remedy the situation through appropriate means.
- We request that you work to establish grievance mechanisms accessible to those who may be negatively affected by your business activities (such as employees and local residents).
- We request that you inform affected stakeholders of the existence of such grievance mechanisms.

Human Rights Awareness and Education

- We request that you engage in human rights awareness-raising and education to ensure that your employees act in a manner that respects human rights.

III. **Appropriate Labor Practices**

Securing Health of Employees and Safety of the Workplace

- We request that you secure a workplace environment that maintains the safety and health of employees.

Human Development and Training in the Workplace

- We request that you develop the skills of employees and provide opportunities for career advancement of employees.

Respect for the Right to Organize

- We request that you respect the rights of workers to organize.

Payment of Appropriate Wages

- We request that you pay wages in compliance with statutory minimum wages and prohibit unjust reductions in wages.

Management of Appropriate Working Hours

- We request that you properly manage holidays and leave of employees in compliance with statutory working hours.

IV. Consideration of the Environment

Operation of Environmental Management System

- We request that you establish and operate an environmental management system in your organization.

Protection of the Global Environment and Reduction of Environmental Load

- We request that you make efforts to reduce the environmental load, prevent environmental pollution and protect the global environment.

Management and Reduction of Chemical Substances

- We request that you make efforts for proper management and reduction of chemical substances.

Use of Sustainable Resources

- We request that you make use of sustainable resources and energy and make efforts to reduce waste.

Reduction of Greenhouse Gas Emissions

- We request that you make efforts in consideration of global warming.

Consideration of Biodiversity

- We request that you make efforts in consideration of biodiversity and the ecosystem in your business activities.

Environmentally Friendly Products

- We request that you actively make efforts for environmental considerations with respect to products delivered, packaging materials, and other goods, as well as their manufacturing processes.

V. Fair Business Practices

Conducting Fair and Sound Transactions

- We request that you conduct procurement based on competitive quotations in principle and provide your suppliers with fair opportunities for entry.

Thorough Anti-Corruption and Elimination of Conflicts of Interest

- The Umios Group strictly prohibits the giving or receiving of any inappropriate personal benefits, including entertainment and gifts, that deviate from the business customs of the relevant country or region. We request that you refrain from having any personal interests or relationships with individual procurement personnel of the Umios Group.

Information Management and Respect for Intellectual Property Rights

- We request that you properly manage know-how and confidential information of the Umios Group, respect intellectual property rights of third parties and refrain from any unauthorized use or infringement of such rights.

Protection of Personal Information

- We request that you properly manage personal information.

VI. Response to Consumer Issues

Quality Assurance

- We request that you maintain the quality of products and services that satisfy the requirements of the Umios Group. We also request that you guarantee the quality of products delivered to us and comply with laws and regulations, ordinances, and voluntary standards presented by the Umios Group.

Securing Safety and Health

- We request that you prevent health hazards, provide accurate traceability information, comply with safety and health standards provided for in laws and regulations of each country and secure a level satisfying the requirements of Umios.

Stable Supply and After-sales Service

- We request that you make efforts to ensure a stable supply that corresponds to demands of customers and markets.
- We request that you provide responsible after-sales service for the delivered goods and services.

Information Disclosure

- We request that you make accurate and fair disclosure of information.

VII. Contribution to Local Community

Contribution to Local Community

- We request that you actively engage with the local community, respect local culture, fulfill your role as a member of local society, and, to the extent possible, conduct activities that contribute to the growth and development of society.

VIII. Supply Chain Deployment

Supply Chain Deployment

- For the construction of a sustainable supply chain, we request that you ask for cooperation from and provide guidance to your own business partners regarding the content of this Guideline.

3. Monitoring

We request that our business partners cooperate in regular surveys such as SAQ (Self-Assessment Questionnaires) and, as necessary, on-site visits and audits by Umios Group personnel and/or third parties.

4. Agreement with and Implementation of This Guideline

We, the Umios Group, intend to make the agreement of our business partners to this Guideline a prerequisite for all transactions, in addition to any contractual agreements with us. However, we understand that depending on the nature and scale of business of our business partners, there may be cases where full compliance with all items is difficult. We ask that our business partners first understand the intent of this Guideline, express their agreement, and then work continuously toward compliance. Please note that we place great importance on the process of improvement and wish to work together with our business partners to resolve any issues. However, please be aware that if a business partner refuses, without justifiable reason, to engage in consultations or respond to requests for improvement we may review our business relationship accordingly.

Established in December 2017

Revised in July 2022

Revised in March 2026

Revised in August 2026