

Procurement Policy

Establishment January 19, 2024

EXEO Group, Inc. and group companies commit to upholding and respecting human rights as outlined in international standards, in addition to adhering to laws, social norms and corporate ethics. Our Procurement Policy reflects this commitment while also ensuring the fulfillment of our social responsibilities across various key areas. These include labor rights, health and safety, regional environmental protection, and information security. We strive for compliance in all aspects of our business operations, and we request that our business partners throughout our supply chain familiarize themselves with our Procurement Policy and implement similar initiatives.

1. Compliance with Laws and Social Norms

- We comply with international and local laws, regulations and social norms.

2. Respect for Human Rights

• We respect the human rights of all stakeholders and promote initiatives to ensure human rights are upheld throughout the entire supply chain in accordance with the EXEO Group Human Rights Policy, while making continuous efforts to foster understanding and secure support for the Policy..

3. Environmental Conservation

We commit to environmental conservation and reducing our environmental impact throughout the entire supply chain.

4. Fair and Impartial Transactions

• We ensure that transactions with suppliers are conducted in a fair and unbiased manner, treating them as equal partners. This is achieved through a comprehensive evaluation of technologies, quality, prices, delivery times, and the ability to provide a stable supply.

5. Quality and Safety

• We actively collaborate with our business partners to continuously pursue superior technologies and enhance our products, focusing on quality assurance and safety measures that align with the needs of our customers.

6. Health and Safety

- We work together with business partners to ensure workplace safety and health, and prevent occupational accidents

7. Information Security

• We commit to ensuring the confidentiality and protection of both personal and confidential information, and in the event of any security incident, we will take immediate action to address and resolve the issue.

8. Business Continuity Plan and Disaster Preparedness

- We maintain a business continuity plan (BCP) during regular times and actively participate in recovery efforts in the event of a disaster.

This Policy was approved by the Board of Directors of EXEO Group, Inc. in January 2024.

January 2024
Tetsuya Funabashi
President & CEO
EXEO Group, Inc.