



**Ryobi Group Supplier
Sustainability Guidelines**

March 2026 (2nd Edition)

RYOBI LIMITED

Establishment and History of Revisions

■ January 2017 (1st Edition)

We established the “Ryobi Group Supplier CSR Guidelines.”

■ March 2026 (2nd Edition)

We changed the title and updated all content.

- The title was changed to “Ryobi Group Supplier Sustainability Guidelines.”
- We updated all content in response to recent changes in social demands across the globe related to business, human rights, climate change, diversifying supply chains, and other matters.

Note: These guidelines will be regularly reviewed and revised as appropriate to reflect changes in social demands around the world going forward in addition to amendments to relevant laws and regulations.

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1. Introduction

In recent years, the social issues businesses are facing, such as increasingly severe climate change effects and growing concern over human rights issues, have become much more complex. As such, there is strong demand for businesses to take responsible action both in their own activities and across their entire supply chains.

Based on its corporate philosophy of **“Create a Sound and Dynamic Corporation through Technology, Trust and Challenge,”** the Ryobi Group seeks to realize a sustainable society through its business activities.

We have recognized that cooperation with our suppliers is necessary to the achievement of this goal and thus have established these “Ryobi Group Supplier Sustainability Guidelines.” The guidelines take into account such international standards as the UN Guiding Principles on Business and Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, and the OECD Guidelines for Multinational Enterprises on Responsible Business Conduct and showcase the fundamental principles and behavioral guidelines that we ask our business partners to uphold and implement.

Through its partnerships with suppliers, the Ryobi Group seeks to create a sustainable supply chain that is trusted by society.

2. Scope of Application for These Guidelines

These guidelines are to be upheld by all Ryobi Group suppliers, including those providing products, components, equipment, software, and services.

We ask that our suppliers understand the purpose of these guidelines and, in addition to upholding and implementing them at their own companies, request their cooperation in sharing, developing, and establishing them among their own business partners (upstream suppliers).

3. Ryobi Group Supplier Sustainability Guidelines

1. Human Rights and Labor

1.1 Prohibiting Forced Labor and Child Labor

The Group prohibits all forms of forced labor, child labor,* and human trafficking and does not assign dangerous work to employees under the age of 18.

*Child: A person who is less than 15 years of age, below the legal minimum working age, or below the upper age cutoff for compulsory education according to

the laws and regulations of their country of residence. Among these metrics, the Group recognizes the highest of the three as delineating working age.

1.2 Respect for Human Rights and Prohibiting Discrimination

The Group does not tolerate discrimination based on race, nationality, gender, religion, disability, or other similar factors, nor any form of harassment, including sexual harassment or power harassment. The Group strives to establish workplace environments that respect Diversity, Equity, and Inclusion (DEI).

1.3 Ensuring Proper Working Conditions

The Group adheres to all national and regional laws and regulations, pays appropriate wages, takes measures to address excessively long working hours, and ensures days off and leave are properly allocated.

1.4 Freedom of Association and Collective Bargaining Rights

The Group respects its employees' freedom of association and collective bargaining rights and encourages constructive dialogue between labor and management.

1.5 Responsible Mineral Procurement

The Group conducts investigations and verifications when procuring minerals from conflict regions and high-risk regions with due diligence undertaken to avoid the use of raw materials that contribute to human rights violations and other such issues.

2. Safety and Health

2.1 Ensuring Workplace Safety

The Group adheres to laws and regulations regarding workplace safety and health, conducts workplace risk assessments, and strives to prevent occupational injuries and accidents before they occur.

2.2 Promoting Safety and Health Management

The Group creates and utilizes proper safety and health management systems to continuously reduce safety and health risks in the course of its business activities.

2.3 Emergency Preparedness

The Group establishes response procedures and conducts evacuation drills to prepare for such emergencies as fires, earthquakes, and occupational accidents.

3. Environment

3.1 Environmental Management

The Group creates and continuously refines management systems geared towards reducing environmental burdens based on ISO 14001 and other such guidelines.

3.2 Responding to Climate Change

The Group evaluates and reduces its greenhouse gas emissions (Scope 1 and 2) while striving to evaluate and reduce Scope 3 emissions to the utmost extent.

3.3 Resource Recycling and Waste Management

The Group engages in the promotion of the “3Rs” (reduce, reuse, recycle) by reducing waste and properly disposing of it as well as by effectively utilizing water resources.

3.4 Chemical Substance Management

The Group properly manages the chemical substances it utilizes based on relevant laws and regulations and from the perspective of reducing its environmental impact.

3.5 Biodiversity

The Group recognizes the impact of its business activities on ecosystems and strives to act for the benefit of local environments.

4. Fair Business Practices and Ethics

4.1 Compliance with Statutory Regulations and Anti-Corruption Measures

The Group prohibits all forms of corruption, such as bribes, embezzlement, and extortion, and maintains sound relationships with political entities and governmental authorities.

4.2 Fair Competition

The Group adheres to such laws as anti-monopoly laws and does not engage in conduct that impedes fair, transparent, and free competition.

4.3 Respect for Intellectual Property

The Group protects its own intellectual property and conducts sufficient management to prevent the infringement of third-party intellectual property rights.

4.4 Establishing an Internal Reporting System

The Group has established and utilizes an internal grievance mechanism that prevents the disadvantageous treatment of whistleblowers in order to quickly discover and remedy unfair practices.

5. Product Quality and Safety

5.1 Guaranteeing Product Safety and Quality

The Group adheres to the laws and regulations for product safety as well as quality standards in each country it operates in and establishes quality assurance structures based on such frameworks as ISO 9001.

5.2 Maintaining and Improving Quality

The Group is thorough in preventing the distribution of non-conforming products and, in cases of such non-conformance, quickly identifies the cause and creates measures to prevent reoccurrences.

6. Information Security

6.1 Confidential Information and Personal Information Management

The Group properly manages its own confidential information, the confidential information entrusted to it by clients, and its employees' personal information, and is thorough in preventing leaks and the falsification of such information.

6.2 Cybersecurity Measures

The Group creates measures to defend against cyberattacks and consistently reviews vulnerabilities in networks and systems.

7. Business Continuity Plans (BCPs)

7.1 Risk Mitigation

The Group establishes and maintains Business Continuity Plans (BCPs) to ensure its supply responsibilities are honored in the event of business stoppages due to large-scale natural disasters, epidemics, geopolitical risks, and other such events.

8. Social Contributions

8.1 Coexistence with Local Communities

The Group acts as a good corporate citizen by respecting the cultures and habits of local communities and proactively conducts social contribution activities.

4. In Closing

There may be cases in which the Group asks that its partners undertake self-assessments or may request visits and interviews to verify that these guidelines are being upheld.

The Ryobi Group focuses on dialogue with its suppliers as part of its efforts to avoid one-sided demands and build relationships of mutual growth.

We ask for your continued understanding and cooperation in realizing sustainable supply chains.