

# TDK Group Business Partner Code of Conduct

## 《Introduction》

The TDK Group will not only comply with laws and regulations and respect social norms, but will also promote responsible business conduct, such as respecting human rights and preserving the global environment with its business partners.

In 2020, the TDK Group joined the Responsible Business Alliance (hereinafter, “RBA”), the world’s largest industrial coalition dedicated to promoting responsible business conduct throughout the global supply chain. Accordingly, the TDK Group pledges to society to continuously improve initiatives for responsible business conduct across the TDK Group as well as its supply chain, in accordance with the Code of Conduct established by the RBA (hereinafter, “RBA Code of Conduct”).

The TDK Group has established the TDK Group Business Partner Code of Conduct (hereinafter, “this Code”), which sets forth the items the TDK Group requests its business partners who provide goods or services to comply with, based on the RBA Code of Conduct and the TDK Purchasing Policies, etc. to further improve initiatives for responsible corporate conduct across the supply chain.

The TDK Group asks its business partners to understand the purpose of this Code, and to comply with it accordingly.

This Code will be revised as necessary to reflect changes in social conditions and the surrounding business environment.

## 《Main Text》

The TDK Group asks its business partners to comply with the RBA Code of Conduct as a part of this Code. For details of the RBA Code of Conduct, please refer to the following URL.

If the RBA Code of Conduct is revised, the latest version shall be applied.

[Code of Conduct \(responsiblebusiness.org\)](https://responsiblebusiness.org)

In addition, the TDK Group asks its business partners to comply with the following requirements.

## **Labor**

- The TDK Group business partners shall pay workers directly and on time in full wages equivalent to hours worked.

## **Environment**

- The TDK Group business partners shall conduct practices with consideration for biodiversity preservation.
- The TDK Group business partners shall comply with applicable laws, regulations and TDK Green Procurement Standard regarding substances used in their products and their manufacturing processes.

## **Ethics**

- The TDK Group business partners shall report to the TDK Group for any business transactions that may have potential conflict of interest in relation to the TDK Group.
- The TDK Group business partners shall be conscious of various social issues in the international and local society and contribute to solving them through their business activities.

## **Management System**

- The TDK Group business partners shall implement measures to ensure appropriate delivery dates and stable supply. The TDK Group business partners shall also establish and maintain a reasonable business continuity plan in case of disasters.

## **Information Security**

- The TDK Group business partners shall comply with information security related laws and regulations, establish a management system, and provide education to workers.
- The TDK Group business partners shall implement defensive measures against threats on computers and network, such as cyberattacks.
- In the event of leakage, loss, damage, or unauthorized use of personal or confidential information, the TDK Group business partners shall promptly

implement measures to prevent further damage and report to the relevant interested parties of the information.

## **Import and Export Management**

- The TDK Group business partners shall comply with import and export related laws and regulations for goods and services and establish a management system.
- Upon request by the TDK Group, the TDK Group business partners shall provide information to determine whether the goods or services provided by their company fall under the category of shipments or technologies regulated by the applicable laws and regulations.

## **Supply Chain Initiatives**

- The TDK Group business partners shall extend and disseminate the requirements of this Code throughout the supply chain, including business partners who provide goods or services and their multiple business partners.

### 《Revision History》

Date Revised: October, 2024(Ver.2)

Published by:

TDK Corporation Production HQ