

Participating Initiatives

WE SUPPORT



United Nations Global Compact (UNGC)



Supporting the TCFD Recommendations



TCFD Consortium

JAPAN CLIMATE INITIATIVE

JCI (Japan Climate Initiative)



Water Project



30by30

Sedex

Sedex



CLOMA (Japan Clean Ocean Material Alliance)

External Assessments

2023



Sompo Sustainability Index

SOMPO Sustainability Index

CSR
TOYOKEIZAI

Toyo Keizai CSR Ranking



Certified Health & Productivity Management Outstanding Organization 2023 ("White 500")



Sustainability Report 2023



Hoping that respect for the diversity of people and other living things will lead to the creation of new value for the Earth Group.

Diversity begins with respecting the individual

Diversity is at the core of the Earth Group's management.

The power of people—our employees—is of utmost importance. Before the emergence of such concepts as sustainability, business activities conducted with basic human rights and diversity in mind were commonplace for the Group. Rather than acting because goals such as the SDGs have been set, we believe that respecting others is a natural thing to do. For example, we believe that diversity is based on respect for the individual, rather than on distinctions of male or female gender or the definition of terms. We would like each of our employees to take on their day-to-day activities with an understanding of our philosophy and the concepts and guidelines for sustainability.

Earth Corporation will mark its 100th anniversary in 2025. We would like to take that milestone as an opportunity to show gratitude to our predecessors for their accomplishments, to first see that our employees are happy, and then see that happiness spread throughout society and across the earth. I believe well-being will come as our employees each respect one another and help achieve true diversity.

In 2022, the company established a new CSR and Sustainability Promotion Department, clarifying our direction as a company in terms of sustainability activities. That said, those activities are carried out by individual employees. The company has people of various generations, approaches, skills, and expertise. It is thus very important that we understand diversity through communication so that we can share our knowledge and skills and move forward together. In the course of our work, we may talk about our own areas of expertise on the assumption that the person we are

talking to knows what we are talking about. However, it is important to recognize that we ourselves know nothing outside of our own areas of expertise, while communicating what we do know to others. To do this, we need to constantly show respect for others, "translating" our messages in a way they can understand, regardless of differences in age, position, or whether they were hired right out of college or are mid-career hires.

Bringing a unique Earth approach to sustainability

Sustainability management needs a uniquely Earth approach. There are many things the Earth Group can do to address biodiversity, climate change, resource recycling, and other issues. Addressing social issues, however, requires changing our very way of thinking. In the past, for example, products that eliminated insect-borne infections were once used with the intent of improving people's

lives. Nowadays, we do not want to destroy the ecosystem by using such methods. Some insects that may be pests to humans may play an important role in the ecosystem of creatures overall. Earth Corporation was among the first in the industry to think not of killing insects, coming up instead with the concept of "insect control," which means it is sufficient to control only those insects which are truly harmful and keeping them away from people. I believe this kind of more diverse way of looking at things is what will lead to a uniquely Earth approach. Thus, we will continue developing products that result in an environment comfortable for both humans and insects.

While we should make active use of new digital technologies, the important thing is to focus on why we are using them, and if they should prove necessary, to quickly incorporate them without being bound by

past practices. MA-T[®], a breakthrough oxidation control technology that is the first of its kind in Japan, was also created through open innovation, and we are expanding our fields of business overseas by joining forces with other industries.

In addition, we no longer live in an era in which products are chosen based solely on price, or in which only looking out for ourselves as a company is enough. This is why we hope to cooperate with our suppliers, our customers, and a variety of other stakeholders with the goal of reaching solutions to sustainability issues throughout a global supply chain.

These efforts are supported by each of our employees. Going forward, we will continue to engage in business by communicating with a wide range of stakeholders so that we may contribute to society and the larger global environment.



November 2023

川端克宜

Katsunori Kawabata
President & Representative Director

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Earth Corporation's Sustainability

Basic Policy on Sustainability

We formulated our Basic Policy on Sustainability in 2021. When drawing up this policy, we brought together representatives of every department involved in business promotion, and engaged in repeated discussions regarding the elements and phrases needed to effectively disseminate the concept of sustainability while respecting Earth Corporation's essential aspects. We are making it clear, both within and outside the company, that we will be promoting initiatives aimed at realizing sustainable business based on this policy.

Earth Corporation's Basic Policy on Sustainability

In line with our corporate philosophy —“We act to live in harmony with the Earth”— we will collaborate with our stakeholders to address issues relating to sustainability, and will contribute toward the sustainable enhancement of corporate value and toward the building of a sustainable society.

Sustainability promotion framework

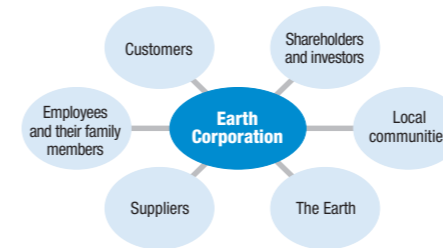
We have established a CSR and Sustainability Promotion Department under the Group Management Headquarters, to promote the smooth, effective implementation of sustainability activities in line with the company's Basic Policy on Sustainability, while maintaining a bird's-eye view of the three key areas of the environment (E), society (S) and corporate governance (G).

We have also established a CSR and Sustainability Committee, chaired by the company President, as a permanent body to promote frontline sustainability activities. This committee works together with the CSR and Sustainability Promotion Department to formulate activity plans, set targets and key performance indicators (KPIs), share targets and KPIs throughout the company and promote initiatives aimed at target achievement.

The committee also undertakes monitoring of progress status, shares activity content within the company, compiles the Sustainability Report and ESG Data book, and undertakes appropriate disclosure of information in line with stakeholders' expectations. The content of the committee's discussions and the status of activities are reported on regularly to senior management, and important matters requiring examination and decision-making by senior management are reported to and discussed by the Board of Directors.

Earth Corporation's stakeholders

Earth Corporation's business activities are supported by various stakeholders, including customers, employees and their families, suppliers, shareholders and investors and local communities. To embody our slogan —“Making the Earth a home that feels good”— we believe that it is important to communicate with those various stakeholders, and to create an environment that promotes dialogue rather than unilateral transmission of information.



Our Key Topics Aimed at Attaining the SDGs*

*SDGs: Sustainable Development Goals

Infectious diseases

- We are contributing toward the eradication of insect-borne diseases through our insect control products **SDG 3.3**



Oral hygiene environment

- We are contributing toward better oral hygiene through our oral care products **SDG 3**



Environment

- We are working to reduce waste by reducing returns of seasonal products **SDG 12.5**
- We implement appropriate chemical substance management (from an environmental and health perspective) throughout the product lifecycle **SDG 12.4**
- We are reducing CO₂ emissions in plants, offices and logistics **SDG 13.1**
- We are strengthening the company's resilience to natural disasters, etc. **SDG 13.1**



Working environment

- We promote diversity, and we provide jobs and workplaces that enhance motivation **SDG 5.1** **SDG 5.5** **SDG 8.5**



Identification of Materiality

To meet the expectations of stakeholders and continually develop the Earth Group over the long term, Earth Corporation believes that it is important to check and evaluate the impact of various social issues and corporate activities and to clarify issues that are important to management. Based on this approach, in 2021, we identified key issues (materiality) that are important in relation to sustainability.

In order to undertake sustainability initiatives in the future that effectively utilize both the unique characteristics of the Earth Group's business and its management resources, we have decided on key topics and have formulated targets and KPIs that are connected to these topics.

Materiality identification process

STEP 1 Selection of issues

Selection of issues, taking into account international frameworks and guidelines, etc., in the area of sustainability

STEP 2 Evaluation of importance

Evaluation of the importance of each issue to our business, and formulation of draft materiality by the CSR and Sustainability Committee and relevant department heads, based on our company's overall strategic direction

STEP 3 Identification of materiality

Approval of five materiality items following meetings with senior management and outside directors and following review by the Board of Directors

Earth Corporation's materiality

Materiality (key issues)	Key topics and main measures	Targets and KPIs
Responding to Climate Change	We are reducing our CO ₂ emissions.	CO ₂ emission reduction compared to 2020 (Scope 1 + 2): ● 14% reduction (by 2023) ● 28% reduction (by 2026) ● 46% reduction (by 2030)
	We are proceeding with the adoption of electric power generated using renewable energy.	Switching to renewable energy: ● Adoption of renewable energy at our plants (renewable energy rate: 60%) (by 2023) ● Adoption of renewable energy at our Research Facilities (renewable energy rate: 90%) (by 2026) ● Adoption of renewable energy at our offices* (renewable energy rate: 95%) (by 2030) * Excluding rented offices
Concern for the Issues Affecting the Global Environment	We are enhancing the efficiency of water usage relating to manufacturing (from R&D through to production).	Enhancement of water usage efficiency compared to 2020: ● 3% enhancement (by 2023) ● 6% enhancement (by 2026) ● 10% enhancement (by 2030)
	We are making effective use of resources with the aim of helping to realize the resource-circulating society.	Reducing emission of industrial waste, etc. from plants and Research Facilities to zero: ● Survey of the current status of waste processing contractors, and adjustments (by 2023) ● Realize zero waste emissions from plants and Research Facilities (by 2026) ● Maintain zero waste emissions from plants and Research Facilities (by 2030)
	Stipulate Earth ECO Standards, and expand the scope of environment-friendly products.	Overview of the Earth ECO Standards: ● Establishment of the Earth ECO Standards (2023) ● Expand the scope of products compatible with Earth ECO standards and promote information disclosure (by 2026 and 2030)
Promoting Sustainable Procurement	Promote procurement of environment-friendly packaging materials.	Forest Stewardship Council® (FSC®) certified paper usage rate (by weight): ● Usage rate: 10% or more (by 2023) ● Usage rate: 30% or more (by 2026) ● Usage rate: 70% or more (by 2030)
Creating Workplaces That Support Activities by Diverse Individuals	We are encouraging employees to take their annual paid leave entitlement.	Paid leave usage rate: Maintain at a level of at least 70% (2023, 2026 and 2030)
	To support female empowerment, we are raising the share of women in management-level positions.	Female manager ratio: ● At least 10% (by 2023) ● At least 18% (by 2026) ● At least 30% (by 2030)
Provision of Products and Services That Contribute toward Safe and Comfortable Lifestyles	To reduce the number of major quality incidents that negatively impact customer satisfaction and trust to zero, we are raising the periodic quality inspection implementation rate both at our own plants and at contractors' factories.	Periodic quality inspection implementation rate: Maintain at 100% (2023, 2026 and 2030)
	To ensure compliance with relevant laws and reduce the incidence of major violations to zero, we are enhancing the implementation rate for the annual education and training plan.	Education and training implementation rate: Maintain at 100% (2023, 2026 and 2030)

Responding to Climate Change



For more details, please visit our corporate website.



Environmental awareness

The need to mitigate and respond to climate change, which is the most serious global environmental issue today, may have an impact on the expansion of our business over the medium to long term. There is also a possibility that abnormal weather conditions (such as rising average temperatures and changing rainfall patterns) resulting from climate change may affect our business's value chain as a whole. We recognize that the response to climate change is an important management issue that relates to medium- and long-term corporate value.

Basic approach

As an enterprise whose corporate philosophy is "We act to live in harmony with the Earth," we carry out our business activities in congruence with the global environment. We recognize that climate change and the response to it represents an important managerial issue that is related to corporate value, and we are working actively to address this issue in all of our businesses.

We are taking the following actions to contribute toward the transition to a post-carbon society.

- **We are reducing our CO₂ emissions.**
- **We are proceeding with the adoption of electric power generated using renewable energy.**

KPI See p.6-7

Framework

President and Representative Director Kawabata serves as Chairman of the CSR and Sustainability Committee, bearing direct responsibility for the supervision and management of initiatives including the creation of policies and strategies for responding to climate change, putting in place risk management structures, establishing targets and indexes and managing progress. We have put in place a structure for responding to climate change under the direction of the Board of Directors, by first conducting discussions at meetings of the Strategy Council*, and then deciding on and reviewing policies and strategies related to these responses, while also reporting to the Board of Directors on the achievement of targets.

* Strategy Council:
The Strategy Council is a body established to undertake preliminary deliberation regarding important matters such as matters put on the agenda for the Board of Directors, and matters requiring a decision by the President and Representative Director.
Members: Executive officers appointed by the President and Representative Director
Chair: President and Representative Director
Frequency of meetings: As necessary

Initiatives relating to the response to climate change

Transition to renewable energy

Effective April 1, 2023, we switched to renewable energy sources for the power used in the production building at our Sakoshi Plant in Ako City, Hyogo Prefecture.

Virtually zero CO₂ emissions are now produced from the electricity used to manufacture products at our main plant.



Sakoshi Plant running on renewable electricity

Toward a post-carbon society

We understand how important it is to calculate greenhouse gas (GHG) emissions across the entire supply chain for the Earth Group to work toward achieving carbon neutrality in society. In fiscal 2022 we conducted numerical analyses to visualize our comprehensive GHG emissions, covering Scopes 1 and 2 for the Earth Group and Scope 3 for Earth Corporation, and also had third-party verification performed to ensure accuracy.

Going forward, we will increase our response to climate change, disclose the Earth Group's GHG emissions and take measures to reduce those emissions.



Please visit our corporate website to learn more about our information disclosure based on TCFD recommendations and our assumptions for scenario analysis (Japanese only).



Concern for the Issues Affecting the Global Environment

Environmental awareness

Global environmental pollution and the lack of resources are barriers to the formation of a sustainable, recycling-oriented society. For Earth Corporation, attention to environmental issues throughout the entire value chain is directly tied into the sustainability of the company's business. We are aware that our initiatives aimed at effectively using resources and reducing waste not only mitigate business risks by reducing environmental impact at every stage, from raw material procurement to product design and manufacture, use and disposal; they also contribute to maintaining and improving the company's brand and corporate value.

Basic approach

Earth Corporation has declared that in accordance with our corporate philosophy of "We act to live in harmony with the Earth," we will strive to take the protection of the global environment into account in all our business activities, and to actively contribute to the lives of the people of the world. Current issues include global environmental pollution and the lack of resources. Given that environmental problems throughout the value chain impact not only the company's business but the world's sustainability, our basic stance is to continually promote initiatives aimed at reducing environmental impact.



For more details, please visit our corporate website.



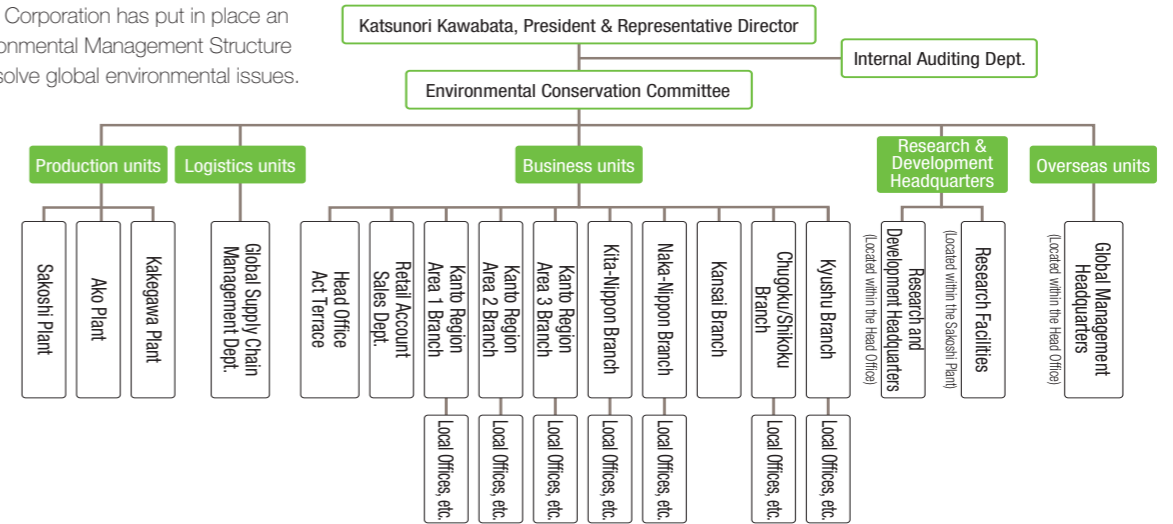
In order to demonstrate concern for global environmental issues and contribute toward reducing the burden on the environment, we are implementing the following initiatives.

- We are enhancing the efficiency of water usage relating to manufacturing (from R&D through to production).
- We are making effective use of resources with the aim of helping to realize the resource-circulating society.
- We have drawn up the Earth ECO Standards, and we are promoting expansion of environmentally-friendly products.

KPI See p.6-7

Framework

Earth Corporation has put in place an Environmental Management Structure to resolve global environmental issues.



Initiatives to address global environmental problems

Reduction of water usage and recycling

Freshwater existing on the land surface in forms that are easily usable by humanity such as lakes, ponds and rivers accounts for 0.008% of all the water on the planet. We consider the effective use of water resources to be an important issue in addressing global environmental problems. We have therefore set the improvement of water usage efficiency as a materiality target (a 10% improvement from 2020 to 2030) that we are working to meet.

Reducing water usage in production lines

We use water as a raw material for our Mondahmin Mouthwash, Sukki-ri! Air Freshener, and other products. We also use water for cleaning equipment during product changeovers on many production lines.

A thorough cleaning of the production line during a product changeover is essential for sanitizing equipment and preventing cross-contamination, but we are working to reduce water consumption through ongoing research and improvement efforts.

In 2019 we reviewed the line cleaning methods for our ONPO tablet-type bath salts. Ordinarily, we would use heated water for cleaning the equipment after the changeover for every product, but we decided to switch to air jet cleaning, depending on the presence of color or turbidity components before and after the changeover. This switch has resulted in a 68% reduction in water used for cleaning during product changeovers. We are also taking measures to further reduce water usage on the production line by optimizing our production schedule to reduce the number of equipment washings.



ONPO production line air jet cleaning

Wastewater purification

Wastewater generated at our main production bases, the Ako Plant and Sakoshi Plant, as well as at our adjacent research facilities, is purified at our on-site wastewater treatment facilities and discharged into the sea. Before discharging the treated wastewater, we strive to reduce the environmental impact by setting voluntary standards that are even stricter than those required by law, and adhering to those standards. We periodically report to Ako City, where our main facilities are located, on the amount and water quality of the released effluent.

In addition, we actively work on initiatives in collaboration with the local government, having signed an Environmental Protection Agreement with Ako City and established an Ako City Environmental Partnership.



Ako Plant wastewater treatment facility



Sakoshi Plant wastewater treatment facility

Sustainable product development

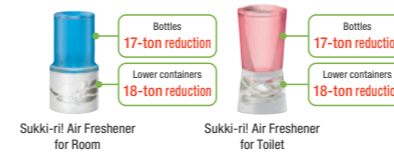
Environment-friendly product development

Earth Corporation is committed to product development from the perspective of the 3Rs—reduce, reuse, and recycle—with an awareness of the need to reduce environmental impact throughout the life cycle of our products. At our Research and Development Headquarters, the

starting point for Earth Corporation's manufacturing, we are working hard to develop environment-friendly products in response to the growing environmental awareness of our customers in recent years.

The “Reduce” perspective

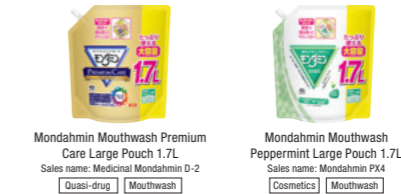
Example product:



▶ To date, the use of plastic in containers has been reduced for 86 items for a total reduction of approximately 312 tons. This amount was a 20% increase compared to the reductions achieved in FY2021.

The “Reuse” perspective

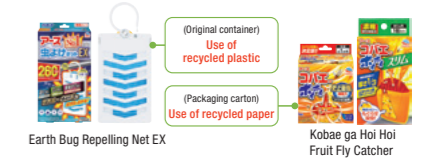
Example product:



▶ We produce refills for 24 product items so that the original bottle can be reused, with the Mondahmin Mouthwash Large Pouch newly added to the lineup. They use less plastic material and are lighter than the original bottles, enabling a reduction in plastic usage of around 305 tons, which was a 20% increase compared to the reductions achieved in FY2021. We are committed to offering refill products that are easy for our customers to use.

The “Recycle” perspective

Example product:



▶ We use recycled plastic for the Earth Bug Repelling Net EX container. Recycled plastic is used for 101 product items, with a total annual usage of around 1,279 tons (about 20% more than in 2021). Of the product items for which paper containers are used, recycled paper is used in roughly 88% of items, and 201 items fall under this category.

Sustainable sales promotion materials developed through collaboration with other companies

We are making efforts to reduce the amount of plastic used in hanger display hooks, which are used to hang merchandise. From the autumn of 2023, some hooks for promotional materials started being replaced with plastic hooks made with 51% scallop shell powder. To reduce the amount of plastic while maintaining the strength needed to hang products for display, we work with a company (Company A) that has developed the “free blend method,” a new technology for mixing target materials with plastic. We also work with two other partners (Company B and C) that support us in marketing these products to a broader audience. Through the collaboration, we have been able to launch a new type of strong, environmentally-friendly hook made from scallop shell powder.

We believe that by having other companies also using environmental-friendly material, we can create a ripple effect leading to society-wide efforts to reduce plastic use, conserve resources, utilize resources efficiently, sort and reduce waste, and improve transportation efficiency.



Hook made from scallop shell powder



Earth ECO Standards

With the aim of establishing measures that help to create a sustainable environment, we have formulated the Earth ECO Standards, our own unique environmental standards to promote the creation of environmentally-friendly products. The Earth ECO Standards are voluntary standards designed to help achieve the six goals out of 17 SDGs that relate to the environment or manufacturing. Starting from January 2023, products that conform to the Earth ECO Standards bear the Act For ECO Mark.

Products that display the Act For ECO Mark (partial)



Reverse side

Biodiversity



For more details on biodiversity, please visit our corporate website (Japanese only).



Basic approach

Earth Corporation recognizes that biodiversity is an important managerial issue and that preserving biodiversity is vital to the long-term interests of the planet, society as a whole, as well as our company. To prevent the loss of biodiversity, we are committed to implementing various initiatives together with our stakeholders based on our management philosophy of “We act to live in harmony with the Earth.” We will strive to protect biodiversity and promote the sustainable use of nature throughout our company and our supply chain.

Protection of the natural environment

If we want to protect the Earth’s biodiversity, we need to know where we stand today. Ascertaining what creatures exist where and in what numbers is essential to that effort.

At Earth Corporation, we not only protect the forests where creatures live, but are putting effort into surveying the forests to understand what creatures inhabit them.

Dealing with non-native species

Non-native species, also known as invasive alien species, are living things that human beings have introduced to a new place from their natural habitat in another location. Non-native species introduced into a new location can have far-reaching effects on the ecosystem, biodiversity, agriculture, forestry, fisheries and human health.

Earth Corporation is contributing to the fight against invasive species, utilizing our unique knowledge and expertise.

Conservation of insect species

Myriad species thrive on this planet, forming diverse ecosystems. However, once a species goes extinct, it can never be revived. Rare and endangered species which are at risk of extinction, are few in number and are vulnerable to environmental changes, especially in their limited habitats. It is critical that we ensure that their populations do not decline and that their environments do not become degraded.

Earth Corporation is working to preserve endangered species of insects.



Japan Business Initiative for Biodiversity (JBIB)

The Third National Biodiversity Strategy of Japan calls for corporate participation. We have joined JBIB as a company that actively works to protect biodiversity, contributing to biodiversity conservation in Japan and abroad.

Promoting Sustainable Procurement



For more details, please visit our corporate website.



Environmental awareness

We are promoting sustainable procurement, based on our corporate philosophy of “We act to live in harmony with the Earth.” We recognize that building partnerships with all of our business partners, maintaining ethical relationships that are fair and equitable, and promoting procurement that takes into account human rights, health and safety, and the environment, will not only lead to corporate value creation for our company but also contribute toward the development of a sustainable society.

Basic approach

We have put forward the corporate philosophy that Earth Corporation will “act to live in harmony with the Earth,” and we believe that the implementation of sustainable practices is exactly what it will take to achieve this goal. In this regard, procurement activities cannot be undertaken successfully without seeking to maintain harmony with the planet, and we believe that sustainable procurement, with the cooperation of our business partners, is a vital effort that contributes toward the sustainable development of society.

In support of the United Nations Global Compact, and following the Earth CSR Procurement Guidelines that we put forward in 2017, all employees involved in procurement had been practicing CSR-based procurement, but in response to recent trends regarding CSR and calls from international society, in August 2020 we amended those guidelines, and subsequently renamed them the Sustainable Procurement Guidelines. Furthermore, in August 2023 we established a Supplier Code of Conduct and reached out to all of our suppliers with a request to abide by the new code.

KPI See p.6-7

A Supplier Code of Conduct

We are committed to responsible procurement and aim to achieve a sustainable society as we build partnerships with our suppliers and the companies they work with based on relationships of trust. We request our business partners to comply with the following guidelines and make them known within their companies. We also request your firm’s cooperation and urge you to encourage your own suppliers to similarly comply.



A Request to Suppliers



Sustainable Procurement Guidelines

Purchasing: Compliance with Laws, Regulations and Norms

We are committed to complying with domestic and international laws and regulations, international treaties and social norms, and to conducting procurement activities based on corporate ethics.

Purchasing: Product Safety and Quality

We are committed to purchasing raw materials that fulfill our quality requirements to ensure product safety and quality.

Purchasing: Fair Trade

We are committed to providing an equal opportunity to all of our business partners and to ensuring fair and impartial procurement practices.

Information Security

We are committed to strictly managing confidential and personal information related to our procurement activities.

Sustainability Initiatives

We are committed to working with our business partners to protect human rights (including prohibiting discrimination and eliminating long working hours) and promote occupational health and safety and environmental conservation.

Building Trust with Clients

We are committed to building relationships of trust with our clients, aiming for mutual growth through sustainable initiatives.

Initiatives relating to sustainable procurement

Awareness-raising activities for business partners

We carry out the following activities to familiarize business partners with our Procurement Code of Conduct and with the Earth Corporation's Sustainable Procurement Guidelines, and to enable them to implement the content of the policy and guidelines together with us. So as to enhance business partners' awareness of their own CSR initiatives and encourage them to continue to strengthen these initiatives, we ask them to fill out a CSR Self-assessment Questionnaire. This activity has been implemented since 2017, and as of June 2022, we had received completed questionnaires from 198 out of 224 raw materials producers and contracted manufacturers.

Based on the collated results of the responses to the CSR Self-assessment Questionnaire obtained thanks to business partners' collaboration, we share the results with business partners through individual meetings, etc., in line with our belief that we need to contribute toward the sustainable development of society as a whole. Going forward, we will continue to implement this activity with respect to new business partners, and with regard to indirect transactions also, we will carry out raw materials procurement in accordance with the key points of our guidelines.

Item	Grading Distribution				
	A (100–80 points)	B (79–60 points)	C (59–40 points)	D (39–20 points)	E (19–0 points)
Corporate governance	52%	23%	11%	13%	1%
Human rights	41%	24%	13%	22%	0%
Labor	64%	20%	9%	6%	1%
Environment	60%	18%	8%	14%	0%
Fair corporate activities	56%	19%	14%	10%	0%
Quality and safety	77%	13%	6%	4%	0%
Information security	62%	24%	7%	6%	0%
Supply chain	38%	27%	13%	21%	1%
Regional society	54%	20%	13%	13%	0%

June 2022

FSC® certification

Earth Corporation sets the goal of increasing the rate of Forest Stewardship Council® (FSC®) certified paper use in its sustainability materiality (promoting sustainable procurement). In 2020, we switched over to using FSC® certified paper (paper made from wood produced in forests that are deemed to be appropriately managed, or from other materials linked to appropriate use of forest resources) for the paper tubes used in our Bath Roman products, and continues to expand the use to other paper-based wrapping materials. Going forward, we will continue to undertake product development and raw materials procurement in such a way as to be able to provide customers with products that are made responsibly and with due consideration for the environment.



Bath Roman Warm
Yuzu fragrance

[Quasi-drug]



Rotenyu Meguri
Bath Powder

[Quasi-drug]

Procurement measures for palm oil

Earth Corporation has procured palm oil and palm kernel-derived materials to manufacture products. However, we have recognized various issues related to palm oil production, issues such as the impact on the natural environment and climate change, human rights violations, and labor environment issues. Therefore, we carefully select suppliers of palm oil and palm kernel-derived materials, and continue discussing the shift to alternative materials that satisfy our quality standards.



Earth Jet
300 mL

[Pesticide quasi-drug]

Earth Jet
450 mL

[Pesticide quasi-drug]

Major products made
with palm oil-derived ingredients

Creating Workplaces That Support Activities by Diverse Individuals



For more details, please visit our corporate website.



Environmental awareness

In line with our core Earth Value of “Diversity,” we aim to realize a workplace environment that supports effective utilization of diverse human assets. We aim to realize a rewarding workplace where each employee can grow by creating a workplace environment that gives due consideration to employees’ health and safety and by ensuring that employees are treated fairly with respect for human rights and the safeguarding of diversity. We recognize that as a long term goal this will lead to greater value creation for the company.

Basic approach

Based on our core Earth Value of “Diversity,” the Earth Group aims to realize a workplace environment that supports effective utilization of diverse human assets.

To clarify the measures that we are implementing with respect to human assets in order to realize our corporate philosophy and management goals, we have formulated the Earth Human Assets Philosophy and the Earth Human Assets Management Policy.

The Earth Group implements the following measures in order to realize a workplace environment that supports effective utilization of diverse human assets.

- We are encouraging employees to take their annual paid leave entitlement.
- To support female empowerment, we are raising the share of women in management-level positions.

KPI See p.6-7

Promotion of diversity & inclusion

The Earth Group Global Code of Conduct specifies the need to prevent violation of human rights, accept diversity (individualities) and exert autonomy. These are rules that all Earth Group corporate officers and employees are expected to abide by when conducting business activities in countries with different lifestyles, habits, culture, laws and rules.

Framework

Health and safety initiatives

In order to realize a healthy, safe workplace environment, we have established the following committees and subcommittees, and implemented related activities.

- Safety and Hygiene Committee and Hygiene Committee
- Health and Safety Subcommittee
- Safe Driving Management Activities
- Compliance Committee (including the internal reporting [whistleblower] contact windows)

Health Management®

Note: Health Management® is a trademark of the Nonprofit Organization Kenkokeiei.

Earth Corporation Health Management Declaration

“Making the Earth a home that feels good.”

Earth Corporation has grown with society by continually contributing to the realization of healthy and comfortable lifestyles and providing high-quality products. To continue meeting our responsibility as a caring company for employees and their families, and to fulfill our commitment to being a good corporate citizen in the society we serve, the entire Earth Group declares that it will continue to promote the health of all employees to ensure that each and every member of the Earth Group family is able to enjoy physical and mental health at work.

Katsunori Kawabata

President & Representative Director

Organizational framework for health management

We have established the Committee for Promoting the Health of Employees and Their Family Members, a cross-company organization which is chaired by the Senior Executive Officer. In line with the company’s annual health management plan, the committee meets once a month, and it undertakes the dissemination of information both within and outside the company, the holding of health seminars, and the implementing of preventive vaccinations in the office, etc.



Certified for three consecutive years

Initiatives relating to the realization of workplace environment that supports effective utilization of diverse human assets

From “resources” to “assets”

Earth Corporation views employees as being highly valuable sources of corporate development, and as such we see them as being “assets” rather than “resources.” We believe that it is important to focus on our human assets in order to realize the three Earth Values of “One Earth, Open communication, Diversity.”

By improving the measures adopted in our personnel system (including recruitment, education and training, personnel reassignments, salaries, appraisal system, workstyle reform, diversity, etc.), we are working to enhance employee motivation and strengthen employee capabilities.

Initiatives relating to human asset cultivation

With the aim of cultivating self-directed human assets, we implement grade-specific training and training for specific purposes, so as to stimulate employee motivation, help them develop their careers, and enhance their knowledge and capabilities.



Training for new employees (lecture introducing our products) in progress



Training for managers

Harassment prevention initiatives

Earth Corporation’s employment rules contain stipulations prohibiting workplace bullying, sexual harassment, or harassment of employees based on gender or in relation to pregnancy, childbirth, taking time off work for childcare or to look after elderly relatives, etc. In addition, for the purpose of correctly understanding and preventing harassment, we are continuously conducting online and face-to-face harassment prevention training for all employees. Furthermore, in order for employees to be able to seek consultations with peace of mind, we have established a new Harassment and Human Relations Hotline and Occupational Health Nurse Internal Consultation Window, and we are aiming to realize an employee-friendly workplace environment where people can work enthusiastically without harassment.

Initiatives relating to evaluation and treatment of employees

Evaluation is implemented in accordance with employees’ employment management category. With regard to human asset management, we make effective use of evaluation results when deciding on the treatment of employees in terms of roles, salaries, etc., and in the cultivation of self-directed human assets capable of taking on challenges. By ensuring that evaluations are transparent and clarifying the accountability of supervisors, we strive to create an environment in which employees can work with satisfaction, and to provide support for employees’ personal growth.

Initiatives relating to diversity & inclusion

Promotion of initiatives aimed at furthering the dynamic engagement of female employees

Around 40% of Earth Corporation employees are women. We are implementing measures to create an employee-friendly working environment so that employees can continue to work with enthusiasm regardless of which life stage they have reached. Earth Corporation has set itself the target of increasing the share of managers who are female to at least 30% by 2030, and we continue to implement measures to help achieve this, including the provision of training to help female employees plan their careers.

Promoting the employment of persons with disabilities

2.48% of our employees are persons with disabilities, which is in compliance with the statutory requirement.

LGBT-related measures

We view LGBT issues as one of the most important areas in our efforts to promote diversity. In 2021, we implemented e-learning to help employees deepen their understanding of fundamental LGBT, sexual orientation, and gender identity matters. In 2022, we made improvements to our internal rules, held seminars with external lecturers, and established a consultation window for LGBT matters.

Promoting work-life balance

We have put in place the systems needed for living support, so that employees can balance their work and their other responsibilities when dealing with childcare, senior care, or personal injury or illness.



Workstyle and workplace environment reform initiatives

Besides the normalization of working hours and encouraging employees to take their paid leave entitlement, we have also adopted a home-working system and staggered working hours system, and put new working methods into practice, in order to realize flexible workstyles. In addition, by putting in place the IT infrastructure needed to promote hotdesking—including having application documents in electronic form (going paperless), adopting digital seals, and reducing the



Poster encouraging the adoption of improved meeting formats

amount of space needed for document storage—we are proceeding with the building of a working environment that supports flexible workstyles, enabling employees to work effectively regardless of location.



Employees can make free use of the Act Café

Provision of Products and Services That Contribute toward Safe and Comfortable Lifestyles

Environmental awareness

In our company's manufacturing operations, our most important responsibility to society is to continue providing safe, reliable products and services that customers view as being of high quality. We recognize that the steady fulfilment of this social responsibility is a precondition for safeguarding and enhancing corporate value, and constitutes the foundation for our creation of corporate value.

Basic approach

In line with our corporate philosophy, we at the Earth Group strive, in every stage of the value chain—including product development, materials procurement, production, logistics, sales and customer communication—to provide customers with safe, reliable products and services.

1. By listening attentively to customers' insights, and providing safe, reliable products and services, we create new value.
2. By striving to ensure high quality right up to the point at which the product is used, we will build a brand that customers can trust.
3. Besides maintaining compliance with all legal requirements, in line with our unique Quality Management System we obtain quality-related information from countries and regions around the world, and strive to enhance the quality of the safe, reliable products that we provide.



For more details, please visit our corporate website.

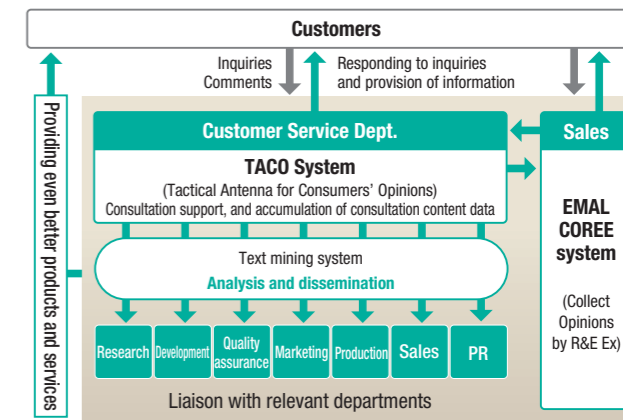


KPI See p.6-7

Framework

The Customer Service Department undertakes the internal dissemination of customer insights in reports such as annual and monthly reports, and in the "Voice of Customers" internal website, and also works to expand usage of a text mining system that enables relevant departments to research and utilize customer insights from their own perspective. In addition, it liaises directly with relevant departments regarding the proposal and implementation of suggestions for improvement raised based on customer insights at meetings such as the Customer Insights Discussion Meeting*, the Meeting to Discuss Points of Interest, and the Voice of Customer Meeting.

* This is a meeting attended by senior managers, the holding of which is recommended by the Association of Consumer Affairs Professionals.



Provision of products and services that contribute toward safe and comfortable lifestyles

Initiatives adopted from a customer-focused perspective

R&D

ZEROnoKNIGHT G

—developed to prevent damage caused by harmful insects from continuing to increase

lyana Mushi ZEROdeKNIGHT, a pest control agent containing the new active ingredient, TENEBENAL*™, has been popular with customers since its launch in February 2022. As the second product of the series, we began sales of ZEROnoKNIGHT G fumigant containing TENEBENAL*™, which has been proven effective against bedbugs and cockroaches, in February 2023. TENEBENAL*™ is not only effective against bedbugs and cockroaches that are resistant to existing insecticidal ingredients, but it also provides outstanding efficacy for one year.

Damage caused by harmful insects has become a significant issue around the world, and damage by resistant bedbugs has been a particular problem. After the lifting of COVID-19 restrictions, domestic and international travel has exacerbated the problem. Earth Corporation provides solutions through the manufacture of agents containing TENEBENAL*™, such as ZEROnoKNIGHT G, that effectively mitigate the harm caused by resistant bedbugs and other harmful insects to contribute to the increase of QOL around the world.



Class 2 OTC drug

*TENEBENAL™ (common name: Broflanilide) is a trademark of Mitsui Chemicals Crop & Life Solutions, Inc.

Basic approach to intellectual property

By adopting a proactive approach to securing intellectual property right for the results of our R&D efforts, we strive to maintain our competitiveness. We also work to maintain and effectively utilize those patents and design rights that can provide benefits for our company.

- (1) Number of patents owned by Earth Corporation as of June 22, 2023
- (2) Number of registered designs owned by Earth Corporation as of June 22, 2023

	Number
Patents	302
Design rights	171

Note: Japan only

- (3) No. of patents registered over the five-year period from 2018 to 2022

Fiscal year of registration	2018	2019	2020	2021	2022
No. of patents registered	25	23	33	34	46

Note: Based on the date of registration; Japan only

Quality assurance

1. Consideration for the safety of testing personnel, and improvement of testing accuracy and effectiveness

We evaluate raw materials using the appropriate test items and methods. We perform mandated testing for products as well as other testing based on product functions.

We are proceeding with the automation of testing that employs organic solvents or reagents with large quantities of specimens with the aim of enhancing test reliability, operational efficiency and the safety of testing personnel.

For example, the Products Quality Assurance Department closely communicates with manufacturers regarding the design, production and operation of devices that measure active ingredients contained in ONPO, our bath product series, in accordance with Earth Corporation testing standards. This enables us to ensure reliability, efficacy and safety, which leads to a reduction in the use and disposal of organic solvents used for testing. We also installed air purifiers in testing rooms to improve the environment for personnel handling large amounts of scented products.



Automated specimen processing device for measuring the quantity of the active ingredient in our ONPO product

2. Implementation of final product usage testing from a customer-focused perspective

To ensure customers can use our products with peace of mind, we conduct testing based on how customers will actually be using the products.

3. Ensuring the continued reliability and safety of our products

Our products are manufactured in accordance with the requirements of the Act on Securing Quality, Efficacy and Safety of Products Including Pharmaceuticals and Medical Devices and other relevant laws. To maintain our quality standards and ensure a corporate culture that prioritizes product quality, the Products Quality Assurance Department and the production units implement regular study sessions and quality audits. We also implement quality audits with respect to our contracted manufacturers, both in and outside Japan to establish closer cooperation and trusting relationships with customers and share the concept of ensuring customer-oriented quality of products and use for manufacturing.

In addition, we aim to further enhance the quality of our products by providing feedback to the design and production units regarding the reviews and requests that the Customer Service Department receives. To prevent the falsification of test data, we use a quality management system for test devices and a compilation of test result reports to set login controls and passwords, and check data using the audit trail management function to ensure the reliability of data.



In-service training

Initiatives to provide protection from danger

Mosquito Repellent Spots

With growing awareness throughout Japan of the need to be alert for insect-borne infectious diseases—for example, in 2022 the number of people affected by Severe Fever with Thrombocytopenia Syndrome, an infectious disease which is spread by ticks, was the highest on record—as part of our insect bite prevention awareness-raising activities, we organize Mosquito Repellent Spots at the venues for outdoor gatherings and sporting events. Mosquito Repellent Spots are provided by Earth Corporation to disseminate the risks of insect-borne infectious diseases and make proposals for their prevention through the effective use of insect repellents. At Mosquito Repellent Spots, we show the proper use of Saratect insect repellents, and present exhibits of harmful insects and the damage they can cause to increase awareness.



Mosquito Repellent Spots

Earth Insect Control Seminar

We held the Earth Insect Control Seminar 2023 as an enlightenment activity to foster wider understanding of proper insect control. This was the seminar's fourth year, and this year's theme was *Infectious Disease Prevention Considered from the Perspective of Insect Control*. This year as well, we invited Kouichi Goka from the National Institute for Environmental Studies and Satoshi Kutsuna from Osaka University. They gave presentations on the

conservation of biodiversity as a form of security for human society, and the concept of zoning, which allows people and other living organisms to live symbiotically. Professor Kutsuna discussed infectious diseases caused by mosquitoes and ticks, emphasizing the importance of insect control to prevent such infectious diseases. We continue implementing enlightenment activities for proper insect control, including the dissemination of highly reliable information through collaboration with experts.



Earth Insect Control Seminar

Initiatives to combat dengue fever in Vietnam

Starting from 2021, Earth Corporation has been supporting the World Mosquito Program (WMP)* campaign to bring dengue fever under control in Thu Dau Mot City, Binh Duong Province, Vietnam. Earth Corporation shares the same objectives as the WMP, and will be working together with the WMP to help realize the SDGs.



Signing the WMP agreement

* WMP is a non-profit initiative established by researchers at Monash University in Australia to protect people throughout the world from mosquito-borne infectious diseases.

Strengthening the Management Infrastructure

Environmental awareness

Earth Corporation is working to strengthen corporate governance, and all corporate officers and employees implement compliance thoroughly in line with statutory requirements and high corporate ethical standards. In addition, we undertake appropriate management of various risks that may affect our business activities, we realize fair transactions through the comprehensive prevention of corruption (bribery, inside trading, etc.), and we recognize the importance of carrying out management in a manner that wins the trust of all stakeholders.

Disclosing items regarding sustainability that supports Earth Corporation management base

Governance	Society	Environment
<ul style="list-style-type: none"> Audit Corporate Governance Compliance Earth Global Code of Conduct Human Rights Policy Sustainability Policy Risk Management Information Security 	<ul style="list-style-type: none"> Safety and Health Pharmaceutical and Medical Devices Act Management of Pharmaceutical Affairs Management of Chemical Substances Animal Welfare Response to Human Rights Issues at Supply Chains 	<ul style="list-style-type: none"> Response to Environmental Preservation Response to the Environment at Supply Chains Response to Climate Changes (TCFD: Task Force on Climate-related Financial Disclosures) Biodiversity Measures Response to Use of Palm Oil Implementation of Sustainable Products

ESG data

Our data relating to sustainability initiatives is broken down into three categories: E (Environmental), S (Social) and G (Governance). In principle, these data relate to initiatives implemented by December 31, 2022.



See our official website for details about the Strengthening of Management Infrastructure (Japanese only).



For more details about ESG data, please visit our corporate website.



Activities That Contribute to Solving Society's Problems

With increasing importance being attached to CSR activities by corporations and other organizations, and with growing interest in education-related CSR, we are implementing various activities that include dispatching employees to give lectures in schools (visiting classes), holding special events, developing teaching materials, providing samples, arranging visits to our facilities, and implementing workplace experience programs, etc.



Educational and awareness raising activities

Education-related CSR

We implement initiatives across various fields in our social contribution activities, and we believe that, by using education-related CSR to provide children and local residents with accurate knowledge about insect pests that cause direct harm to humans, we can help them to protect themselves from insect-borne infectious diseases, and help to prevent the spread of such diseases. In addition, we believe that our efforts in making available more than 100 species of insects bred by our Research Laboratories to a wide range of research institutes and high schools for use in their research and education programs will contribute to scientific progress and human resource cultivation. (Offered 3,145 insects to 19 institutions between January and October 2023).

As part of our education-related CSR activities, we have provided insects that we bred to universities and high schools, and we have also visited schools to give classes (20 schools including 1,304 elementary school students in 2022).



Visited a school to give classes

Collaboration with the local community

Comprehensive alliance agreements with local government authorities

Earth Corporation signed the first collaborative agreement on the safe, secure, and healthy living in the community with Chiyoda City on March 24, 2020, and has expanded the initiative to local governments nationwide. We will work on solving a broad range of social issues, such as health and hygiene, education, and disaster control through the provision of our know-how and the most updated technologies to local governments, and contribute to the sustainable and healthy development of people and society in individual regions.



Signing an alliance with Osaka Prefecture

Sponsorship for sporting and cultural events

The Earth Mondahmin Cup

The Earth Mondahmin Cup is a women's professional golf tour that was in its 11th year since 2012. We strive to ensure that every tournament will be memorable, remaining in the heart and retaining a place in history for the development of golf and the sports sector as well as for society as a whole.



Mr. Tatsuya Otsuka, the chair of the Earth Mondahmin Cup organizing committee, with the competition winner, Ms. Jiyai Shin

Special sponsorship for the Kokoro no Gekijo project

Earth Corporation provides special sponsorship for *Kokoro no Gekijo* (Theatre of the Heart), a social contribution project hosted by Shiki Theatre Company and Butaigeijutsu Center. This project invites children throughout the country to theaters and helps teach what is essential for us to live our lives, such as an understanding of the irreplaceableness of life, consideration for others, and the pleasure of believing in each other. Through this project, 400 performances have been given in about 140 cities in Japan targeting six graders at elementary schools, with 560,000 students attending each year.



Supports for regions affected by natural disasters

Collaboration with Japan Platform on disaster response

Starting from 2019, we have been providing funding assistance for the emergency support activities in regions affected by disasters, etc. conducted by Japan Platform, an NGO which provides emergency humanitarian aid in times of conflict or natural disaster, and we are contributing toward the building of effective support systems.



Physical support

Effective utilization of surplus inventory

Starting from 2022, we have been using our surplus inventory to participate in the COSME BANK PROJECT, which provides daily necessities and cosmetics products to people who cannot afford them for financial reasons. This project is led by Meyumi Yamada, in line with the goal of delivering smiles to the Earth and women.

The project aims to generate meaningful sustainable eco-cycles for both companies and a diverse range of consumers with support from partner companies, resulting the delivery of products to 63,000 households in FY2022.

Rather than discarding surplus inventory as waste, making products available in this way enables Earth Corporation to provide opportunities for people to experience them (which constitutes useful PR), to provide support for women who are seeking to gain autonomy, and address societal problems relating to poverty, health, welfare, gender equality and the motivation to work.



COSME BANK PROJECT Representative Director Meyumi Yamada and Earth Corporation President and Representative Director Katsunori Kawabata

Outside Director's Message

Sustainability means more than merely reporting one's activities—it has become a standard for questioning corporate morality, so to speak. It asks about business activity, but at the same time, whether the stories behind initiatives to find sustainable solutions to social issues, in every respect, and the methods used, are correct.

Companies are being questioned about their ability to remain viable 100 or 200 years into the future, in terms of compliance, environmental preservation, and their contributions in the form of benefits returned to society, but especially in the areas of respect for human rights, diversity, equality, efforts to address safety, the corporate governance function, and others.

Regarding corporate governance, Earth Corporation has also responded to the revision of the Tokyo Stock Exchange's Corporate Governance Code. We disclose a skill matrix that summarizes the profiles and skills of our outside directors, including their reasons for appointment

and attendance rate at board meetings.

I believe governance currently functions at Earth Corporation itself, as well as at its group companies and subsidiaries. I would point out as evidence the fact that Earth Corporation regularly reviews its internal rules and regulations and revises them as necessary. It can be surprisingly easy to overlook the need to examine whether such guidelines are in line with the current times. To merely create something once is not enough, which the company understands and puts in practice.

When engaging in sustainability activities, it is important that a company have long-term strategies and targets, and that these are clearly explained to and inculcated among its employees. Having a plan and effective communication with individual employees are crucial.

In recent years, in particular, there has been a greater focus on diversity. I believe that diversity, in the true sense of the word, includes being able to recognize differences in one another's thinking.

It means being willing to listen in order to learn how the other person thinks. It means recognizing our mutual differences by listening to our partners in the supply chain; by taking the time to listen to the customers who are our end users; by employees listening to one another's opinions. As this practice spreads, I think it will lead to the further evolution of sustainability at the Earth Group.



Harold George Meij
Outside Director

Third-party Opinion



Mika Takaoka
Professor,
Department of
Business Administration,
Rikkyo University

Commendable actions

Overall, I think this is a good report that clearly reflects the Earth Group's corporate philosophy that "We act to live in harmony with the Earth." The report is positioned as a summary of Earth Corporation's sustainability activities, and by reading it along with content made available on the web, we can gain an overall picture of the company's sustainability-related activities.

There are three items in the report that I would especially like to commend.

The first is that Earth Corporation has put in place an adequate structure for promoting sustainability. As I commended them for in the report from two years ago, the company became a signatory to the United Nations Global Compact (UNGC) in June 2021, and expressed its support for the ten principles across four areas advocated by the UNGC. With this, the company reexamined its Group CSR promotion structure, reorganizing its CSR Promotion Secretariat and CSR Working Group into the CSR & Sustainability Promotion Office. Subsequently, in the same year the company formulated its Basic Sustainability Policy and established the CSR and Sustainability Promotion Department within its Group Management Headquarters. Setting up this promotion department in the heart of the organization will accelerate the company's efforts to solve social issues on a continuing basis and through its own core business. I give Earth Corporation high marks for its sincere commitment to integrity in this area.

The second item is the fact that Earth Corporation has identified materialities related to sustainability, formulated priority themes and key measures, and established targets and key performance indicators (KPIs). Identifying these materialities, setting KPIs, and implementing a PDCA cycle, including progress monitoring, puts in place a system to verify whether their sustainability activities are in line with their original objectives and whether they are being implemented effectively. As noted in the CEO's message, I think it is

necessary to identify materiality and set KPIs in order to carefully consider why each of these activities is being undertaken, and to engage in new activities with a sense of speed—and, when necessary, without being bound by conventional practices.

The third item is the fact that, in August 2023, the company established a new set of Sustainable Procurement Guidelines. Since first announcing its CSR Procurement Guidelines in 2017, the company has implemented CSR hand-in-hand with the partners positioned in its supply chain. The recent establishment of procurement guidelines that include a commitment not to infringe on human rights is a necessary, and highly commendable, response by the Earth Group, a global company widely recognized overseas. Since the Guiding Principles on Business and Human Rights were unanimously endorsed by the UN Human Rights Council in 2011, there has been an accelerating international movement to require companies to respect human rights. In 2020, the Japanese government also formulated an action plan on “Business and Human Rights,” which calls for the establishment of a human rights policy as a step toward efforts to respect human rights, and for the publicizing of corporate commitments both in and outside companies. While we know that the Earth Group as a company has a sufficiently high awareness of human rights issues, given that its Earth Group Global Conduct Guidelines already specify the prevention of human rights violations and the company has recently formulated its Sustainable Procurement Guidelines, I look forward to the company formulating and publishing its Human Rights Policy next year as a way of clearly demonstrating this to the outside world.

Also, in addition to disclosing via the web the company’s own direct (Scope 1) and indirect (Scope 2) emissions of greenhouse gases, Earth Corporation now also discloses greenhouse gas emissions across its value chain as a whole (Scope 3). It has also expressed its support for the recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD), and discloses climate change-related information in line with the TCFD framework. I highly commend their willingness to contribute to a decarbonized society.

What I would like to request

At this point, Earth Corporation’s sustainability activities have reached a certain point, so why not expand the boundaries of sustainability activities to the entire group next year? Specifically, I would like to see them consider establishing sustainability policies and materialities and calculating Scope 3 for the entire Group. Moving ahead, I look forward to seeing them steer the industry as the leading company in Asia for insect-borne infectious disease control, while further promoting ESG management with a global awareness.

Editorial Policy

Earth Corporation publicizes its unique concepts, initiatives regarding issues and priority items related to materiality, and quantitative results from the viewpoint of ESG. Use the QR code on each page for more detailed information on its website.

Subject Period

This sustainability report covers the period from January to December 2022. However, we strive to include the most updated information on our activities, including those undertaken in FY2023.

Publication

February 2024

Target Range

Earth Corporation (partially including the Group)

Supplement

Employees include managerial, full- and part-time staff.

Responsibility

CSR and Sustainability Promotion Department



Please visit our official website to access Company Information.



Please visit our official website to access IR Information.



Editorial Notes

We would like to express our great appreciation to those whose efforts made the creation of Sustainability Report 2023 possible. Thanks to everyone at the Earth Group companies, stakeholders and partner companies, we were able to achieve good results from our CSR activities. I look forward to your continual support and cooperation as we move together into the future.