



Declaration of Action by Officers and Employees

We have established and published the Code of Corporate Ethics in and out of the Company to realize our DKS Credo, "Contributing to the nation and society through industry." This Declaration sets forth guidelines for the conduct of our officers and employees (including temporary and contract employees) and declares the implementation of the Declaration to ensure the effectiveness of the Code of Corporate Ethics.

In order to conduct fair and appropriate business activities and to fulfill its responsibilities as a member of society, officers and employees shall comply with the following guidelines as their own code of conduct.

1. Resolving social and customer issues and achieving sustainable economic growth

We seek to solve the problems faced by society and our customers through our high-quality products at fair prices.

- (1) We develop and provide high-quality, reasonably priced products that meet customer needs.
- (2) We design products with consideration for health, safety and the environment, and provide accurate information regarding products themselves and their handling to prevent accidents and problems from occurring
- (3) We take customer opinions in good faith and use them to improve our management activities.

2. Management transparency

We communicate with employees, shareholders, customers, business partners and society through appropriate information disclosure, and aim for highly transparent management.

- (1) We will prepare the information to be disclosed accurately and appropriately in accordance with laws and regulations and provide it in a timely manner.
- (2) We disclose information regarding safety, environment, and society in addition to that of the Company's management policies and new products through a variety of means.
- (3) We thoroughly manage important information within the Company and will not engage in insider trading.

3. Fair and sound business activities

We conduct fair and sound business activities.

- (1) We comply with the procedures and regulations necessary for the execution of business activities, such as the import and export procedures and obtaining permissions from the government agencies.
- (2) We comply with domestic and overseas competition laws, such as the Antimonopoly Act and the Subcontract Act, and will not engage in any conduct that impedes fair and free competition, such as price collusion and bid rigging.
- (3) With regard to the procurement of materials, we select suppliers not only by the quality and price of the materials but also other rational standards for individual transactions without treating specific suppliers favorably or unfavorably.
- (4) We conduct entertainment and gifts and/or join ceremonial and other events to/related to business partners within the bounds of social common sense and will not let them interfere with sound transactions.
- (5) We will not conduct anything that might be deemed as collusion with politics and governments such as bribery and illegal political contributions to public officials in and out of Japan.
- (6) We take a resolute stance to anti-social forces in cooperation with the police and will not provide benefits and donations.

4. Environmental protection and harmony with local communities

We place importance on environmental protection and strive to coexist and harmonize with local communities.

- (1) We assess the environmental impact of products at all stages of their development, manufacturing, consumption and disposal, strive to reduce environmental risks, such as environmental impact and pollution problems, to the fullest extent possible, and try our best to efficiently use resources and energy and to recycle waste.
- (2) We properly manage and dispose of chemical substances in accordance with laws and regulations.
- (3) We raise environmental awareness and participate in environmental conservation activities such as purchasing recycled products and saving paper resources by digitalization.

5. Intellectual property and information management

We protect and manage intellectual property and information in an appropriate and strict manner.

- (1) Our intellectual property such as inventions made in the course of business duties is submitted appropriately to the Company's intellectual property management department in accordance with internal regulations and we strive to protect and control our intellectual property rights by application of rights and other means.

- (2) We respect intellectual property rights of third parties and conduct prior investigations to prevent infringement of such rights.
- (3) We obtain information of customers, business partners and other third party information related to business activities such as personal information legally and manage such information in a strict manner.
- (4) We will not disclose or divulge confidential information obtained through our business activities to outside the Company without permission, and will not use for any other purpose than that of our business activities for ourselves or any third party.

6. Respect for individuals and enhancement of workplace environment

We respect individuals and ensure a healthy, safe and pleasant working environment.

- (1) We respect the human rights of each individual, and will not discriminate or harass individuals on the basis of their social status, form of employment, age, sex, origin, nationality, race, disability, religion, beliefs, marital status, or other reasons that harm the dignity of each individual.
- (2) We respect the individuality and diversity of each employee and provide opportunities for diverse employees to maximize their abilities. In our business activities overseas in particular, we promote and train human resources from local communities.
- (3) We give top priority to ensuring the safety and health of the workplace environment. Should an occupational accident occur, we will work to minimize the damage and to prevent a recurrence.
- (4) Since we believe that personal health is the foundation of self-realization and that it is the foundation of the happiness of individuals, families, shareholders, customers, business partners and society, we strive to promote mental and physical health at all times.
- (5) We promote work-life balance and strive to create a work environment in which each employee can work with enthusiasm while balancing work and life.

Established: January 1, 2006
Revised: October 1, 2020