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## Declaration of Conduct of Officers and Employees

We have established the Code of Ethics and publicized it both internally and externally in order to realize Our Corporate Policy, "Contributing to the Nation and Society through Industry." This Declaration sets forth guidelines for the conduct of our officers and employees (including secondees, contract employees and temporary employees), which ensure effectiveness of the Code of 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.

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### 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 products at fair prices and high quality.

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

### 2. Securing management transparency

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

- (1) We prepare information to be disclosed accurately and appropriately in accordance with laws and regulations and provide it in a timely manner.
- (2) We disclose information on safety, environment and society in addition to management-related information such as Company's management policies and new products through a variety of means.
- (3) We thoroughly manage important information within the Company and never engage in insider trading.

### 3. Fair and sound business activities

#### We conduct fair and sound business activities.

- (1) We comply with legal procedures and regulations required for execution of business activities such as export and import of products and obtaining licenses and/or approvals from government agencies.
- (2) We comply with domestic and overseas competition laws such as the Anti-Monopoly Act and the Subcontract Act and never engage in any conduct that impedes fair and free competition such as bid rigging and maintaining resale prices.
- (3) With regard to procurement, We select materials not only by quality and price but also on rational standards for individual transactions without treating specific suppliers favorably or disadvantageously.
- (4) We provide entertainment, send gifts and participate in ceremonial and other events related to business partners within the bounds of social common sense so that they will never interfere with sound business transactions.
- (5) We never conduct any act that might be understood as collusion with politics and governments such as bribery and illegal political contributions.
- (6) We take a resolute stance to anti-social forces in cooperation with the police and never provide benefits, donations, etc. to such forces.

### 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 impact and environmental risks such as pollutions as much as possible, save resources and promote efficient use of energies and recycling of 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.

### 5. Intellectual property and information management

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

- (1) We notify inventions and other intellectual properties made in the course of Our business to Our intellectual property management department properly in accordance with Our internal regulations and protect and control intellectual property rights by registration, etc.
- (2) We respect intellectual property rights of third parties and conduct prior investigations to prevent infringement of such rights.

- (3) We legally obtain and strictly control third-party information related to the business activities such as information of customers and suppliers and personal information.
- (4) We neither disclose or leak confidential information obtained through the business activities to outside the Company without permission nor use for the Company or any third party irrelevantly to business activities.

## 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 never harm the dignity of each individual by discrimination or harassment on the basis of their social status, form of employment, age, sex, origin, nationality, race, disability, religion, beliefs, marital status or other reasons.
- (2) We respect personality and diversity of each individual and provide opportunities for diverse employees to demonstrate their abilities to the fullest. In Our overseas business activities, We promote and train human resources from the local communities.
- (3) We give top priority to ensuring the safety and health of the workplace environment. Should an occupational accident occur, We will minimize the damage and work to prevent recurrence.
- (4) 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, and strive to promote mental and physical health at all times.
- (5) We promote work-life balance and strive to create a working environment in which each individual can work with enthusiasm while balancing work and life.

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